



Moral imperative: ALL students will have an equal opportunity to prepare for college and/or careers with the support of highly qualified educators in a learning environment that is resource rich, safe, and welcoming.

REGULAR SCHOOL BOARD MEETING

**May 23, 2023
7:00 PM**

Educational Support Center

Board Meeting Room
3600 52nd St., Kenosha, WI 53144

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Regular School Board Meeting
 May 23, 2023
 Educational Support Center
 3600 52nd St.
 Kenosha, WI 53144
 7:00 PM

I.	Pledge of Allegiance	
II.	Roll Call of Members	
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Kenosha Unified School District
Kenosha, WI
May 23, 2023

The Office of Human Resources recommends the following actions:

ACTION	LAST NAME	FIRST NAME	SCHOOL/DEPT	POSITION	STAFF	DATE	FTE
Appointment	Barnes	Michael	Bullen Middle School	STEM	Instructional	08/28/2023	1
Appointment	Barrett	Abigail	Indian Trail HS & Academy	Cross Categorical	Instructional	08/28/2023	1
Appointment	Barrett	Amy	Lance Middle School	C.D.S.	Instructional	08/28/2023	1
Appointment	Belliveau	Nicole	School Leadership	Administrative Specialist (12 MO)	ASP	04/24/2023	1
Appointment	Breidenbach	Kara	Mahone Middle School	English	Instructional	08/28/2023	1
Appointment	Burries	Brandon	Bullen Middle School	E.D.	Instructional	08/28/2023	1
Appointment	Carter	Alyssa	Jeffery Elementary School	Multi-Age 2/3	Instructional	08/28/2023	1
Appointment	Chacon	Melissa	EBSOLA DL	Dual Spanish	Instructional	08/28/2023	1
Appointment	Chung	Chynna	Washington Middle School	Middle School Choir/Performing Arts	Instructional	08/28/2023	1
Appointment	Del Frate	Gemma	Frank Elementary School	Grade 4	Instructional	08/01/2023	1
Appointment	Dreifke	Amanda	Forest Park Elementary School	Intervention Specialist	Instructional	08/28/2023	0.49
Appointment	Drozdownicz	Sarah	Stocker Elementary School	Grade 1	Instructional	08/28/2023	1
Appointment	Eckel	Jennifer	Bradford High School	Cross Categorical	Instructional	08/28/2023	1
Appointment	Flood	Scott	Bullen Middle School	Social Studies	Instructional	08/28/2023	1
Appointment	Francel	Jason	Vernon Elementary School	Grade 5	Instructional	08/28/2023	1
Appointment	Franz	Amy	Finance	Purchasing Agent	AST	05/01/2023	1
Appointment	Gazarkiewicz	Patrick	Reuther Central High School	Science	Instructional	08/28/2023	1
Appointment	Gomez	Claudia	EBSOLA CA	Grade 5	Instructional	08/28/2023	1
Appointment	Gordon	Sarah	Brass Community School	Kindergarten	Instructional	08/28/2023	1
Appointment	Grammentz	Amanda	McKinley Elementary School	Grade 1	Instructional	08/28/2023	1
Appointment	Griffin	Kelli	Bradford High School	Dance/SEL Interventionist	Instructional	08/28/2023	1
Appointment	Guckenberger	Stacy	Department of Special Education	Director of Special Ed/Student Support	AST	07/01/2023	1
Appointment	Haigh	Melissa	KTEC West	Science	Instructional	08/28/2023	1
Appointment	Hardy	Rosalind	EBSOLA CA	Cross Categorical	Instructional	08/28/2023	1
Appointment	Harris	Jonathan	EBSOLA CA	Grade 4	Instructional	08/28/2023	1
Appointment	Holeva	Michelle	Forest Park Elementary School	Grade 5	Instructional	08/28/2023	1
Appointment	Inciardi	Christopher	Bradford High School	History	Instructional	08/28/2023	1
Appointment	Innes	Barett	Bradford High School	Physical Education	Instructional	08/28/2023	1
Appointment	Johnson	Mikayla	Bradford High School	English	Instructional	08/28/2023	1

Kenosha Unified School District
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The Office of Human Resources recommends the following actions:

Appointment	Konitzer	Hayley	Lance Middle School	English	Instructional	08/28/2023	1
Appointment	Lewis	Amanda	Frank Elementary School	E.C.	Instructional	08/01/2023	1
Appointment	Obenauf	Laura	Brass Community School	Library Media Specialist	Instructional	08/28/2023	1
Appointment	Parker	Kimberley	Stocker Elementary School	Kindergarten	Instructional	08/28/2023	1
Appointment	Povkovich	Donna	Tremper High School	Administrative Support (12 MO)	ASP	05/01/2023	1
Appointment	Robleski	Amy	Grant Elementary School	Grade 2	Instructional	08/28/2023	1
Appointment	Ruchti	McKenna	Pleasant Prairie Elementary School	Grade 4	Instructional	08/28/2023	1
Appointment	Scott	Aalia	Lincoln Middle School	English	Instructional	08/28/2023	1
Appointment	Shramek	Kallie	Tremper High School	English	Instructional	08/28/2023	1
Appointment	Stachow	Adam	Prairie Lane Elementary School	Grade 4	Instructional	08/28/2023	1
Appointment	Van Blarcom	Karen	KTEC East	Art	Instructional	08/28/2023	0.49
Appointment	Van Thiel	Sharon	Jefferson Elementary School	Grade 1	Instructional	08/28/2023	1
Appointment	Vanden Wymelenberg	Carrie	Bradford High School	Social Worker	Instructional	08/28/2023	1
Appointment	Warne	Christopher	Frank Elementary School	E.D.	Instructional	08/28/2023	1
Appointment	Wiley	Kelly	Department of Special Education	E.C.	Instructional	08/28/2023	1
Appointment	Willis	Hannah	Forest Park Elementary School	Grade 2	Instructional	08/28/2023	1
Appointment	Ziamba	Stephanie	The Brompton School	Kindergarten	Instructional	08/28/2023	1
Resignation	Anderson	Olivia	Harvey Elementary School	Grade 1	Instructional	06/09/2023	1
Resignation	Andre	Darlene	KTEC West	Grade 5	Instructional	06/09/2023	1
Resignation	Bell	Khari	Harborside Academy	Social Studies	Instructional	06/09/2023	1
Resignation	Carlson	Courtney	Harborside Academy	Grade 6	Instructional	06/09/2023	1
Resignation	Duncan	Abigail	Indian Trail HS & Academy	English	Instructional	06/09/2023	1
Resignation	Espinosa	Alejandra	Mahone Middle School	Night Custodian Second Shift	Facilities	05/05/2023	1
Resignation	Fish	Nicole	Harborside Academy	English	Instructional	06/09/2023	1
Resignation	Flanagan	Katharine	Bradford High School	Cross Categorical	Instructional	06/09/2023	1
Resignation	Heinzmann	John	KTEC East	Special Education	ESP	05/05/2023	1
Resignation	Islas	Abigail	EBSOLA CA	Special Education	ESP	06/08/2023	1
Resignation	Jass	Michelle	Chavez Learning Station	Administrative Specialist (12 MO)	ASP	06/16/2023	1
Resignation	Johnson	Kathryn	Lincoln Middle School	Cross Categorical	Instructional	07/29/2023	1
Resignation	Large	Rachel	EBSOLA CA	Grade 4	Instructional	06/09/2023	1
Resignation	Pulda	Maxwell	Lincoln Middle School	Physical Education	Instructional	06/09/2023	1

Kenosha Unified School District
Kenosha, WI
May 23, 2023

The Office of Human Resources recommends the following actions:

Resignation	Safransky	Jacob	Frank Elementary/Bradford High School	Night Custodian Second Shift	Facilities	05/19/2023	1
Resignation	Schaefer	Alexis	Fine Arts	Music	Instructional	06/09/2023	1
Resignation	Schultz	Marcella	Stocker Elementary School	Head Start	ESP	06/08/2023	1
Resignation	Serpe-Becker	Lisa	Grewenow Elementary School	Intervention Specialist	Instructional	06/09/2023	0.8
Resignation	Solomon	Clinesha	Washington Middle School	Special Education	ESP	04/21/2023	1
Resignation	Springer	Dustin	Lakeview Technology Academy	Technology Education	Instructional	06/09/2023	1
Resignation	Tetting	Monica	KTEC West	Grade 2	Instructional	06/09/2023	1
Resignation	Walcott	Patricia	Hillcrest School	E.D.	Instructional	06/09/2023	1
Resignation	Wolchuk	Warren	Indian Trail HS & Academy	C.D.S.	Instructional	06/09/2023	1
Retirement	Allen	Robert	Indian Trail HS & Academy	Theater	Instructional	06/09/2023	1
Retirement	DeLeon	Thomas	Facilities	Environmental Services Worker	Service	06/16/2023	1
Retirement	Hardy	Todd	Tremper High School	Student Opportunities Services	Instructional	06/09/2023	1
Retirement	Jozefowski	Nancy	KTEC East	Cross Categorical	Instructional	06/09/2023	1
Retirement	Marquardt	Michael	Indian Trail HS & Academy	Night Custodian 3rd Shift	Facilities	07/31/2023	1
Retirement	Vargas	Gerardo	Bradford High School	Bil Community/Student Support	ASP	07/07/2023	1

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SPECIAL MEETING & EXECUTIVE SESSION
OF THE KENOSHA UNIFIED SCHOOL BOARD
HELD APRIL 25, 2023

A special meeting of the Kenosha Unified School Board was held on Tuesday, April 25, 2023, in Room 125 at the Educational Support Center. The purpose of this meeting was to vote on holding an executive session to follow immediately.

The meeting was called to order at 5:45 P.M. with the following members present: Mr. Price, Mr. Meadows, Mr. Battle, Mrs. Modder, and Ms. Adams. Mrs. Schmaling and Ms. Stevens arrived later. Dr. Weiss and Mr. Neir were also present.

Ms. Adams, President, opened the meeting by announcing that this was a special meeting of the School Board of the Kenosha Unified School District. Notice of this special meeting was given to the public by forwarding a copy of the notice to all requesting radio stations and newspapers.

Ms. Adams announced that an executive session had been scheduled to follow this special meeting for the purpose of Reviewing Findings/Orders by Independent Hearing Officer and Personnel: Problems.

Mr. Meadows moved that the executive session be held. Mr. Battle seconded the motion.

Roll call vote. Ayes: Mr. Price, Mr. Meadows, Mr. Battle, Mrs. Modder, and Ms. Adams. Noes: None. Unanimously approved.

1. Personnel: Problems

Mr. Kevin Neir, Chief Human Resource Officer, updated board members on several employee relations cases.

Ms. Stevens arrived at 5:55 P.M.

Mr. Neir departed the meeting at 6:02 P.M.

2. Review of Findings/Orders by Independent Hearing Officer

Mr. Anthony Casper, Administrative Review Committee Chairperson, arrived at 6:03 P.M. and presented information pertaining to four student expulsions to board members.

Mrs. Schmaling arrived at 6:11 P.M.

Dr. Weiss and Mr. Casper departed the meeting at 6:26 P.M.

Mrs. Modder moved to approve the hearing officer's recommendation in regards to the first student expulsion. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens moved to approve the hearing officer's recommendation in regards to the second student expulsion. Mrs. Modder seconded the motion. Unanimously approved.

Mr. Meadows moved to approve the hearing officer's recommendation in regards to the third student expulsion. Ms. Stevens seconded the motion. Unanimously approved.

Mr. Meadows moved to approve the hearing officer's recommendation in regards to the fourth student expulsion. Mr. Price seconded the motion. Unanimously approved.

Ms. Stevens moved to adjourn the meeting. Mr. Meadows seconded the motion. Unanimously approved.

Meeting adjourned at 6:29 P.M.

Stacy Schroeder
School Board Secretary

ORGANIZATIONAL MEETING OF THE
KENOSHA UNIFIED SCHOOL BOARD
HELD APRIL 25, 2023

An organizational meeting of the Kenosha Unified School Board was held on Tuesday, April 25, 2023, in the Board Room of the Educational Support Center at 6:30 P.M. Ms. Adams, President, presided.

Ms. Adams called the meeting to order at 6:37 P.M. with the following members present: Mrs. Schmaling, Mr. Price, Mr. Meadows, Mr. Battle, Ms. Stevens, Mrs. Modder, and Ms. Adams. Dr. Weiss was also present.

Ms. Adams opened the meeting by announcing that this was the organizational meeting of the School Board of Kenosha Unified School District. Notice of this organizational meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and at the Superintendent's Office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's Office.

Ms. Adams and Mr. Meadows individually stepped forward and repeated their Oath of Office. Ms. Schroeder swore in Ms. Adams who was elected to a three-year term at the April 4, 2023 spring election and Mr. Meadows who was appointed to a one-year term at the February 23, 2023 special board meeting.

Nominations were then in order for Board President, Vice-President, Treasurer, Clerk, and Secretary.

Mr. Price nominated Ms. Adams for President and Mrs. Schmaling nominated Mr. Meadows for President.

A roll call vote was taken. Ms. Adams received four votes for President and Mr. Meadows received three votes for President. Ms. Adams was announced as President.

Ms. Stevens nominated Mrs. Modder for Vice-President and Mrs. Schmaling nominated Mr. Meadows for Vice-President.

A roll call vote was taken. Mrs. Modder received five votes for Vice-President and Mr. Meadows received two votes for Vice-President. Mrs. Modder was announced as Vice-President.

Mr. Price nominated Ms. Stevens as Treasurer and Mrs. Schmaling nominated herself for Treasurer.

A roll call vote was taken. Ms. Stevens received four votes for Treasurer and Mrs. Schmaling received three votes for Treasurer. Ms. Stevens was announced as Treasurer.

Mrs. Modder nominated Mr. Price for Clerk and Mrs. Schmaling nominated herself for Clerk.

A roll call vote was taken. Mr. Price received four votes for Clerk and Mrs. Schmaling received three votes for Clerk. Mr. Price was announced as Clerk.

Ms. Stevens nominated Ms. Schroeder for Board Secretary.

A roll call vote was taken and the nomination was unanimously approved. Mrs. Schroeder was announced as Secretary.

Ms. Stevens moved that the School Board meetings continue to be held at 7:00 P.M. on the fourth Tuesday of each month at the Educational Support Center and school sites to be determined. Mr. Price seconded the motion. Unanimously approved.

Ms. Schroeder conducted a drawing of names for the new voting order. The voting order will be Mr. Meadows, Mrs. Modder, Ms. Stevens, Mr. Battle, Mrs. Schmaling, Mr. Price, and Ms. Adams.

Ms. Adams noted that there would be no action on board committees at the current time. She indicated that Ms. Schroeder will be in contact with board members in regards to committee preferences and assignments in the near future.

Mrs. Modder moved that the School Board authorize the President's signature to appear on all checks as the third signature with the Clerk and Treasurer and authorize the use of facsimile signatures of the President, Clerk and Treasurer on all checks. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens moved that the School Board approve the list of legal firms as contained in the agenda. Mrs. Modder seconded the motion. Motion carried. Mr. Meadows abstaining.

Mrs. Modder moved that the School Board adopt the attached Schedule of Authorized Public Depositories and assign the Chief Financial Officer the authority to approve draws as needed, in the form of the \$2,000,000 Line of Credit through Johnson Bank. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Modder moved that Todd Price be appointed as board delegate and participate as so at the CESA #1 annual convention on May 16, 2023. Ms. Stevens seconded the motion. Unanimously approved.

Ms. Stevens moved to adjourn the meeting. Mr. Price seconded the motion. Unanimously approved.

Meeting adjourned at 6:56 P.M.

Stacy Schroeder
School Board Secretary

REGULAR MEETING OF
THE KENOSHA UNIFIED SCHOOL BOARD
HELD APRIL 25, 2023

A regular meeting of the Kenosha Unified School Board was held on Tuesday, April 25, 2023, at 7:00 P.M. in the Board Room of the Educational Support Center. Ms. Adams, President, presided.

The meeting was called to order at 7:04 P.M. with the following Board members present: Mr. Meadows, Mrs. Modder, Ms. Stevens, Mr. Battle, Mrs. Schmaling, Mr. Price, and Ms. Adams. Dr. Weiss was also present.

Ms. Adams, President, opened the meeting by announcing that this was a regular meeting of the School Board of Kenosha Unified School District. Notice of this regular meeting was given to the public by forwarding the complete agenda to all requesting radio stations and newspapers. Copies of the complete agenda are available for inspection at all public schools and the Superintendent's office. Anyone desiring information as to forthcoming meetings should contact the Superintendent's office.

There were no awards or recognitions.

Mrs. Schmaling introduced the student ambassador, Morgan Shores from Tremper High School, and she made her comments.

There were no Administrative or Supervisory Appointments.

Dr. Weiss gave the Superintendent's Report.

Mrs. Modder gave the legislative report.

Views and comments were made by the public.

Remarks by the President were made by Ms. Adams.

Board members considered the following Consent-Approve items:

Consent-Approve item X-A – Recommendations Concerning Appointments, Leaves of Absence, Retirements, Resignations, and Separations.

Consent-Approve item X-B – Minutes of the 3/28/23 Special Meeting and Executive Session and 3/28/23 Regular Meeting.

Consent-Approve item X-C – Summary of Receipts, Wire Transfers, and Check Registers submitted by Mrs. Lisa Salo, Accounting Manager; Mr. Tarik Hamdan, Chief Financial Officer; and Dr. Jeffrey Weiss, Superintendent of Schools; excerpts follow:

"It is recommended that the March 2023 cash receipt deposits totaling \$315,435.43, and cash receipt wire transfers-in totaling \$56,459,698.42, be approved.

Check numbers 621102 through 622185 (net of voided batches) totaling \$3,386,808.09, and general operating wire transfers-out totaling \$4,259,670.38, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the March 2023 net payroll and benefit EFT batches totaling \$13,886,737.07, and net payroll check batches totaling \$7,238.72, be approved.”

Consent-Approve item X-D – Policy 6610 – Selection of Instructional Materials submitted by Mrs. Julie Housaman, Chief Academic Officer, and Dr. Weiss, excerpts follow:

“In December 2015 the board approved updates to Kenosha Unified School District Board Policy 6300 to include a systematic curriculum development cycle and Policy 6610 to establish a seven-year curriculum review cycle. The updates transformed the curriculum selection process from a matter of textbook purchasing into a process of continuous improvement. The revised process incorporates ongoing review and revision of curriculum and instruction. Policy 6610 is being presented for an update to expand the cycle to include the 2023-24 and 2024-25 school years.

School Board Policy 6610 (Appendix A) includes the proposed seven-year curriculum review cycle and indicates where each curriculum area falls within the cycle. While an established cycle is practical, it must also take into consideration responsiveness to the continuously changing global community and academic expectations and standards. As such, the Office of Teaching and Learning includes the adoption cycle for the past school year, the current school year and the upcoming school year. In addition, the immediate needs of students and teachers alike must be addressed as the curriculum is implemented. This process will assure that curriculum is revised or developed in a cycle that will facilitate effective and fiscally responsible use of district resources. Budget allocations for materials, textbooks, and professional learning can be focused on the successful implementation of the revisions to existing resources or the adoption of new program resources.

The curriculum review process is a dynamic endeavor that responds to the needs of specific school communities. The development of this thorough process is a credit to the commitment of district personnel. As each area is approached for review, the Office of Teaching and Learning and the curriculum design, implementation, and writing teams comprised of district staff, keep the specific needs and interests of the teachers and students in the forefront of their planning. Perhaps the most important elements of the curriculum review process are the knowledgeable and thoughtful ways in which teachers implement curricula in each classroom to meet student needs, abilities, interests, and aspirations.

Administration recommends that the school board approve recommended updates to the 2022-25 Curriculum Review Cycle located in Policy 6610 as a second reading on April 25, 2023.”

Mrs. Modder moved to approve the consent agenda as presented. Ms. Stevens seconded the motion. Unanimously approved.

Mr. William Haithcock, Chief of School Leadership, and Dr. Angela Andersson, Principal at the Kenosha School of Technology Enhanced Curriculum, presented the Kenosha School

of Technology Enhanced Curriculum Charter Contract Renewal submitted by Mr. Haithcock, Dr. Andersson, Mr. Hamdan, and Dr. Weiss, excerpts follow:

“On April 3, 2007, the initial charter contract for the Kenosha School of Technology Enhanced Curriculum (KTEC) was presented to the Kenosha Unified School District Board of Education. At that time, the Board approved a five-year charter contract. In 2008, a five year renewal of the charter contract was approved to coincide with the lease of the current East campus (former Lincoln Elementary School). In 2013, the Board approved a five-year renewal charter contract and the addition of 4 year old Kindergarten. The KTEC charter was changed to reflect the expansion to two campuses in 2014 which eventually allowed the school to grow to over 1200 students. In 2018, the charter was again approved for five additional years.

This current charter renewal uses a new district authorized model contract that was developed by the Wisconsin Resource Center for Charter Schools (WRCCS) to ensure inclusion of all Department of Public Instruction requirements and best practices from the National Association of Charter School Authorizers (NASCA).

While the format is significantly different, the school model described within and relationship between the KTEC Governance Board and Kenosha Unified School District remains very similar with the 2018 charter contract.

On March 20, 2023, The KTEC Governance Board Incorporated voted on and approved these recommended changes to the contract.

The KTEC Governance Board Incorporated requests that the Kenosha Unified School District Board of Education approve the renewal of the charter agreement for the Kenosha School of Technology Enhanced Curriculum (KTEC) for a five-year period from the 1st day of July 2023, through the 30th day of June 2028.”

Mrs. Modder moved to approve the renewal of the charter agreement for the Kenosha School of Technology Enhanced Curriculum (KTEC) for a five-year period from the 1st day of July 2023, through the 30th day of June 2028. Ms. Stevens seconded the motion.

Mrs. Schmaling moved to amend the motion to approve the renewal of the charter agreement for the Kenosha School of Technology Enhanced Curriculum (KTEC) for one year. Mr. Meadows seconded the motion. Motion failed. Mr. Battle, Ms. Stevens, Mrs. Modder, and Ms. Adams dissenting.

Mr. Price moved to amend the motion to approve the renewal of the charter agreement for the Kenosha School of Technology Enhanced Curriculum (KTEC) for a five-year period from the 1st day of July 2023, through the 30th day of June 2028 with the addition of language for an annual meeting between the KUSD school board and the KTEC governance board being added to the contract. Mr. Meadows seconded the motion.

Roll Call: Ayes: Mr. Meadows, Ms. Stevens, Mrs. Schmaling, and Mr. Price. Noes: Mrs. Modder, Mr. Battle, and Ms. Adams. Amendment passed.

A vote was then taken on the amended motion to approve the renewal of the charter agreement for the Kenosha School of Technology Enhanced Curriculum (KTEC) for a five-year period from the 1st day of July 2023, through the 30th day of June 2028 with the addition of

language for an annual meeting between the KUSD school board and the KTEC governance board being added to the contract. Motion carried. Mrs. Schmaling dissenting.

Mr. Haithcock and Mr. Anthony Casper, Principal at Kenosha eSchool, presented the Kenosha eSchool Charter Transition to the Kenosha eSchool Program submitted by Mr. Casper, Mr. Haithcock, Mr. Hamdan, and Dr. Weiss, excerpts follow:

“In 2006, the Kenosha School Board approved a charter school request for Kenosha eSchool for a 5-year period to serve students in grades 9-12. On August 24, 2010, the charter was renewed for another 3 years. In September 2011, the charter was updated to include grades 6-8. On May 22, 2012, the Board approved a 3-year extension again and included grades K-5. At the same time, the Wisconsin Department of Public Instruction (DPI) utilized the Charter School Contract Reviewer Benchmarks instrument, and identified changes to be made in our Charter contract. On May 26, 2015, Kenosha eSchool received another three-year charter extension. These changes occurred due to changes in State law and the need to update names of organizations and groups that had been changed or eliminated. Updates were also needed to reflect current practices and procedures utilized by the school. In May 2018, a new 5-year charter was approved by the KUSD School Board.

Since the last approval in 2018, there have been changes to the requirements for approval of charters from DPI. Kenosha eSchool has not changed their charter significantly since its inception; however, DPI has changed some requirements. Primarily, DPI will no longer allow eSchool preferential enrollment of MEDVI students (students who are unable to participate in regular programming due to medical concerns), students enrolled in the middle school enrichment program or abeyance/expelled students (students placed at eSchool due to behavioral concerns). These requirements would greatly diminish eSchool’s ability to service these special populations, as students would be placed on a waitlist behind alternate applicants.

It is therefore proposed that Kenosha eSchool transition from a charter school to a KUSD program. This pathway was recommended by DPI. After consultation with District Leadership, DPI, alternate online programs (who have done similarly) and the eSchool Governance Board, it is recommended that Kenosha eSchool dissolve their charter. KUSD anticipates this transition will have minimal impact on operations and will not dramatically affect the student population or programming that eSchool provides. Anticipated changes will include: student test scores will be aligned to their boundary school, school diplomas will be issued by the boundary school, etc. Kenosha eSchool will no longer be able to offer full-time enrollment to open enrolled students. Historically, Open Enrollment has been a very small population of eSchool students (currently eSchool services two open enrolled students). In addition, the Charter Agreement will no longer govern operations. Therefore, eSchool will transition from a Charter Agreement to a Program Guide. The Program Guide gathers much of its language from the charter and serves as an outline for the program description. Additionally, the eSchool teacher handbook will serve as a reference for teacher obligations (as they may differ from many other in-person teaching positions). Fiscally, there should be no impact to the budget.”

Mrs. Modder moved to approve the Kenosha eSchool transition from a charter school to a KUSD program. Mr. Price seconded the motion. Unanimously approved.

Mr. Patrick Finnemore, Director of Facilities, and Mrs. Emily Riedler, Director of Food Services, presented the Community Eligibility Provision National School Breakfast and Lunch

Programs submitted by Mr. Finnemore, Mrs. Riedler, Mr. Hamdan, and Dr. Weiss, excerpts follow:

“The Community Eligibility Provision (CEP) is a four-year reimbursement option for high poverty schools to offer free School Breakfast Program (SBP) and National School Lunch Program (NSLP) to all students enrolled within an eligible school. The intent is to improve access to school meals in eligible high poverty schools/districts. The CEP was phased in over three years and made available nationwide beginning July 1, 2014.

The CEP uses information from other programs, including Food Share, Wisconsin Works (W-2), Head Start and homeless to verify eligibility instead of using the traditional Free and Reduced Price Meal paper application. A school or group of schools is eligible to participate in CEP if the Identified Student Percentage is at least 40%. The Identified Student Percentage is multiplied by a factor (1.6) to determine the percentage of total meals served that will be reimbursed at the Federal free rate. The remaining percentage of total meals is reimbursed at the Federal paid rate. Any cost of providing meals above the Federal reimbursement rate must be covered with non-Federal funds, which may include Fund 50 State match for school breakfast and revenue from a la carte sales. The claiming percentages are guaranteed for 4 years with provisions in place to adjust percentages, add or remove sites each year.

In 2014, we began participation in the CEP with 18 schools participating- Bose, Brass, Chavez, EBSOLA CA, EBSOLA DL, Frank, Grant, Grewenow, McKinley, Strange, Vernon, Wilson, Jefferson, Bullen, Lincoln, Washington, Hillcrest, and Reuther. In 2018, we added Bradford, Forest Park, Harvey, Roosevelt, and Southport. In 2022, we added Somers and Stocker.

For the 2023-2024 school year, we are proposing adding the remaining 14 schools to CEP: Dimensions of Learning Academy, Jeffery, KTEC East, KTEC West, Nash, Prairie Lane, Pleasant Prairie, The Brompton School, Whittier, Lance, Mahone, Indian Trail, LakeView Technology Academy and Tremper.

Currently students in non-CEP schools are required to pay for their meals if they do not qualify for free or reduced meals. Elementary school students are served a full meal until their meal account is \$-22.85 and are then provided a snack consisting of graham crackers, applesauce and milk. Middle and high school students are not allowed to accrue a negative balance. Students without money for lunch are provided a snack consisting of graham crackers, applesauce and milk. With all schools participating in the program, every student will be provided a nutritious meal free of charge regardless of financial needs, alleviating financial burdens or stigmas.

The final Identified Student Percentage cannot be determined until late spring, and with random groupings allowed under CEP, the number of possibilities are endless. Schools will be grouped in a way to maximize the reimbursement percentage.

To obtain funding, programs such as Title 1 and E-rate would still need socio-economic data that previously came from the Free and Reduced Meal applications. Under the CEP, the Food Service Department cannot collect applications from CEP participating schools. Programs seeking to obtain socio-economic data from students at these buildings would be required to obtain this information separately from the NSLP and SBP. DPI has a prototype Alternate Household Income Application available. Guidance for these programs is available.

The intent of CEP is to increase participation and access to school meals to ensure more children get the nutrition they need in order to learn and remove the stigma for students unable to pay for their meals. By KUSD participating in CEP district-wide, we anticipate providing 100,000 additional free meals to students.

Administration recommends School Board approval to participate in the CEP for all schools effective with the 2023-2024 school year.”

Mr. Battle moved to approve participation in the CEP for all schools effective with the 2023-2024 school year. Mrs. Modder seconded the motion. Unanimously approved.

Mr. Haithcock and Ms. Luanne Rohde, Director of Early Education, presented the Head Start State Supplemental Grant for the 2023-24 School Year submitted by Ms. Rohde; Mr. Martin Pitts, Regional Coordinator of Leadership and Learning Elementary; Mr. Haithcock; and Dr. Weiss, excerpts follow:

“The Head Start program provides comprehensive services in the areas of health, education, social services, and parent involvement for low-income preschool children and their families. This state grant provides funding for 59 high-risk children that will be three or four years of age on or before September 1, 2023. Funding for the Head Start State Supplemental Grant for the 2023-2024 school year is \$323,866. Funds are utilized to serve the children and their families in all program component areas as required in the Head Start Act and the Head Start Performance Standards.

This grant serves the social/emotional, academic, and health needs of low-income three and four year old children and their families. Children who qualify must reside within the boundaries of Kenosha Unified School District. Head Start provides the foundation for implementing systemic and integrated comprehensive child development services and family engagement efforts that lead to school readiness for young children and families. This supports stronger attendance rates, academic performance, and higher graduation rates in later years.

Funding received through the 2023-2024 Head Start State Supplement Grant will remain the same as the previous year. At this time no revisions to program services are anticipated. The number of Head Start children served will remain at 59 children. This state grant will cover the cost for:

- 1.7 teachers (percentages based upon Head Start vs. 4K enrollment in each class);
- 1 educational support professional;
- 1 family service provider; and
- supplies.

Administration recommends that the school board approve the 2023-2024 Head Start State Supplemental Grant in the amount of \$323,866.”

Ms. Stevens moved to approve the 2023-2024 Head Start State Supplemental Grant in the amount of \$323,866. Mr. Battle seconded the motion. Unanimously approved.

Mrs. Housaman; Ms. Jenny Schmidt, Director of Special Education and Student Support; and Ms. Maria DelReal, Education for Homeless Children & Youth, McKinney-Vento Liaison; presented the Request to Submit and Implement the Education for Homeless Children

and Youth Innovation Grant to the Wisconsin Department of Public Instruction submitted by Ms. Schmidt, Mrs. Housaman, and Dr. Weiss, excerpt follow:

“The Wisconsin Department of Public Instruction’s Education for Homeless Children and Youth (EHCY) program is offering the opportunity to apply for the three-year EHCY Innovation Grant. All local education agencies (LEAs) are required to comply with the McKinney-Vento Homeless Assistance Act (MKV), of which the intent is to ensure all children and youth who lack a fixed, regular, and adequate nighttime residence receive access to the same free, appropriate public education, including a preschool education, as provided to other children and youth. The Wisconsin Department of Public Instruction and LEAs are required to develop, review, and revise policies to remove barriers to the enrollment, the attendance, and the academic success of children and youth experiencing homelessness and provide homeless children and youth with the opportunity to meet the same challenging state academic standards to which all students are held.

The Wisconsin Department of Public Instruction will award this grant to eligible applicants that focus on innovative practices, at least one of which has an academic component. Applicants write their own goals after conducting a needs assessment and/or data analysis. Grant goals are not intended to focus on compliance-related topics such as: basic training for all staff, transportation, creating district posters or materials, etc.

Data analysis of the 510 identified students experiencing homelessness in the district during the 2021-22 school year revealed significant disparities in the performance data in comparison to housed students (not identified as homeless). Specific areas of discrepancy were identified in the areas of school attendance, academic proficiency rates, and high school graduation rates (four- and six-year cohorts).

Over the past year, Kenosha Unified School District has experienced significant growth in the number of applicants experiencing homelessness throughout the district. In February 2023 homeless student enrollment surpassed the total from the previous school year. This current enrollment is the highest number of homeless students to ever be identified in the past five years.

In addition, the percentage of students identified as English learners (ELs) experiencing homelessness has increased. The vast majority of the EL students are newcomers to the United States, primarily from Colombia. In 2018-19, the EL group was 6 percent of the total MKV enrollment as compared to 10 percent in 2021-22 and 23 percent as of April 2023. Students experiencing homelessness have lower rates of attendance in comparison to the attendance rates of housed students.

Students experiencing homelessness lag in proficiency in both English language arts and mathematics in comparison to their nonhomeless peers. In 2021-22 the performance of students experiencing homelessness on statewide academic assessments was concerning. Of the 37 students in this subgroup, 2.7 percent achieved proficiency in English language arts on the American College Testing (ACT). No students in this subgroup of ACT test takers demonstrated proficiency in math. Assessment data of this student group demonstrates the need for additional targeted academic support.

The need to engage students and families experiencing homelessness is imperative to student achievement and successful student outcomes. In an effort to increase the academic

performance and four-year credit completion toward graduation for high school students identified as homeless, the grant funding would be used to expand the Guided Study Hall model currently implemented at the three comprehensive high schools. A Guided Study Hall is an assigned class that awards credit to specific students in need of additional math and reading interventions based on standardized test scores. The innovation grant funds will provide an additional section of a Guided Study Hall at each comprehensive high school for students experiencing homelessness.

There is also a desire to focus on boosting/strengthening college-and-career readiness for homeless high school students. Studies show that youth with less than a high school diploma or a General Education Development Test (GED) have a 346 percent higher risk of experiencing homelessness. Education and steady employment are the way to break the cycle of homelessness for these students. Many homeless students do not think they will be able to afford to attend college, and many try to hide their living situation from their friends and school peers. The Guided Study Hall teacher will be able to discreetly assist students with the Free Application for Federal Student Aid (FAFSA) and other scholarship opportunities that may be available to them while collaborating with the MKV liaison to provide independent student status determinations for FAFSA, if applicable. Students will be encouraged to seek higher education by having presentations from colleges to discuss degree programs of study and technical diploma program areas. Students may be more willing to talk to a college official by having these presentations in a small group setting and not having to worry about others hearing of their homeless status.

Administration recommends that the school board approve the application for the Education for Homeless Children and Youth Innovation Grant in the amount of \$225,000 over a period of three years and implement it if received from the Wisconsin Department of Public Instruction.”

Ms. Stevens moved to approve the application for the Education for Homeless Children and Youth Innovation Grant in the amount of \$225,000 over a period of three years and implement it if received from the Wisconsin Department of Public Instruction. Mrs. Modder seconded the motion. Unanimously approved.

Mrs. Housaman presented the Adoption of Instructional Materials for Kindergarten Through Fifth Grade Social Studies submitted by Mrs. Mary Hoover, Coordinator of Elementary Reading and Social Studies; Mrs. Housaman; and Dr. Weiss, excerpts follow:

“The current kindergarten through fifth grade social studies resources were published in 2013 by Pearson Education. These materials will no longer be available in print or online after the 2022-23 school year. Therefore, new materials will be needed to properly teach the social studies standards.

This request to adopt and purchase instructional materials for elementary social studies aligns with Phase 2 of the Curriculum Development Cycle in Kenosha Unified School District Board of Education Policy 6300: Curriculum Development and Improvement (Appendix A). Existing social studies resources were published ten years ago. The format with which these social studies materials are sold is in the form of consumable workbooks and/or online student licenses that require annual renewals. At this time the current version of the print and online materials for the social studies curriculum are no longer available. As a result, teachers would not have a viable resource with which to teach the social studies curriculum.

Teachers, instructional coaches, and administrators were surveyed regarding the criteria they felt essential in a social studies curriculum to ensure high quality, engaging instruction. This process was beneficial in identifying the criteria to provide the best opportunity for student success in the request for purchase (RFP).

Kenosha Unified School District's Office of Finance released an RFP in late November 2022. Five publishers responded to the RFP. The proposals from Savvas Learning Company, which included two different curriculum products, closely matched the district identified criteria to maximize student achievement. On December 20, 2023, and January 19, 2023, the social studies lead teachers were invited to presentations provided by Savvas Learning Company regarding the two different curriculum options (Appendix B). Social studies leads were provided with sets of grade level materials to review and to provide feedback.

Instructional staff and community were invited via the Kenosha Unified School District Facebook page (Appendix C) and the Kenosha Unified School District web page to review the materials through a curated website with online access to all student and teacher materials. Visitors to the website were afforded an opportunity to then provide feedback (Appendix D) from February 6, 2023, through February 17, 2023.

Visitors to the website were afforded an opportunity to then provide feedback (Appendix D) from February 6, 2023, through February 17, 2023. As a result of the feedback, investigation, and publisher presentations, the kindergarten through fifth grade *myWorld Interactive Social Studies* series published by Savvas Education was selected as the curriculum resource for Kenosha Unified School District. Appendix E provides a sample of responses gathered from teachers and community members.

Purchase of the kindergarten through fifth grade *myWorld Interactive Social Studies* series in April 2023 will allow the district to provide immediate impact to the learning of elementary students. The timing of the purchase allows materials to be delivered in time for teams of teachers to work with the materials prior to the end of the school year and the curriculum team to create the necessary guiding documents in time for the initial professional learning session for all kindergarten through fifth grade teachers on August 29, 2023. Savvas Learning Company representatives will provide training focused on the program components of the *myWorld Interactive Social Studies* series. Additional training will be provided to support teachers in the integration of social studies and English language arts curriculum.

Administration recommends that the board of education approve this request to purchase the kindergarten through fifth grade *myWorld Interactive Social Studies* series published by Savvas Learning Company for \$527,524.48."

Mr. Price moved to approve the purchase of the kindergarten through fifth grade *myWorld Interactive Social Studies* series published by Savvas Learning Company for \$527,524.48. Ms. Stevens seconded the motion. Unanimously approved.

Mrs. Schmaling presented Resolution 408 – Resolution in Recognition of Mental Health Awareness Month 2023 which read as follows:

"WHEREAS, organizations like Mental Health America, the National Alliance on Mental Illness, and many others observe May as Mental Health Month each year; and

WHEREAS, the COVID-19 public health emergency has taken an overwhelming toll on the mental and physical well-being of our students, staff and families; and

WHEREAS, according to the Centers for Disease Control, more than 20% of youth have a diagnosed mental health disorder in the U.S.; and

WHEREAS, according to a recent United States Census Bureau survey, 37% of adults reported symptoms of anxiety or depression; and

WHEREAS, according to the U.S. Department of Education, an estimated 60% of students with emotional, behavioral and mental health disorders do not graduate from high school; and

WHEREAS, suicide is the second leading cause of death among people ages 10–34 and the 10th leading cause of death overall in the U.S.; and

WHEREAS, it is critical to reduce the stigma of mental health illness now more than ever because it often prevents individuals from seeking much-needed supports and help; and

NOW, THEREFORE, BE IT RESOLVED that the Kenosha Unified School Board views mental health well-being as equally as important as physical well-being for students, staff and families and encourages everyone to use Mental Health Awareness Month to seek necessary supports, as well as calls upon our community to break down stigmas associated with mental illness.

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education.”

Ms. Stevens moved to approve Resolution 408 – Resolution in Recognition of Mental Health Awareness Month 2023. Mr. Meadows seconded the motion. Unanimously approved.

Ms. Stevens presented the Donation to the District.

Ms. Stevens moved to approve the donation to the district as presented. Mrs. Modder seconded the motion. Unanimously approved.

Mrs. Modder moved to adjourn the meeting. Ms. Stevens seconded the motion. Unanimously approved.

Meeting adjourned at 9:08 P.M.

Stacy Schroeder
School Board Secretary

Kenosha Unified School District
Kenosha, Wisconsin
Summary of Cash Receipts and Disbursements
May 23, 2023

CASH RECEIPTS	reference	total
April 2023 Wire Transfers-In, to Johnson Bank from:		
WI Department of Public Instruction	state aids register receipts	\$ 2,277,160.25
District Municipalities	tax settlement - April payment	1,522,996.42
Johnson Bank	account interest	1,595.28
Bankcard Services (MyLunchMoney.com)	food services credit card receipts (net of fees)	77,414.92
Bankcard Services (Purplepass)	fine arts ticket sales receipts (net of fees)	13,530.66
Bank (Infinite Campus)	district web store receipts (net of fees)	101,232.57
Retired & Active Leave Benefit Participants	premium reimbursements	41,571.58
HHS	head start grant	267,411.42
Various Sources	small miscellaneous grants / refunds / rebates	283,091.36
Total Incoming Wire Transfers		4,586,004.46
April 2023 Deposits to Johnson Bank - All Funds:		
General operating and food services receipts	(excluding credit cards)	197,116.82
TOTAL APRIL CASH RECEIPTS		\$ 4,783,121.28

CASH DISBURSEMENTS	reference	total
April 2023 Wire Transfers-Out, from Johnson Bank to:		
<i>Payroll & Benefit wires</i>		
Individual Employee Bank Accounts	net payrolls by EFT (net of reversals)	\$ 8,203,925.22
WI Department of Revenue	state payroll taxes	451,433.51
WI Department of Revenue	state wage attachments	1,749.76
IL Department of Revenue	IL state payroll taxes	8,118.01
IRS	federal payroll taxes	2,703,761.15
Delta Dental	dental insurance premiums	224,466.71
Diversified Benefits Services	flexible spending account claims	7,813.20
Employee Trust Funds	wisconsin retirement system	1,634,772.86
NVA	vision insurance premiums	19,338.39
Aflac	insurance premiums	43,724.73
Optum	HSA	304,276.82
Various	TSA payments	342,391.85
<i>Subtotal</i>		<i>13,945,772.21</i>
<i>General Operating Wires</i>		
US Bank	purchasing card payment-individuals	202,108.18 *
Kenosha Area Business Alliance	LakeView lease payment	17,664.63
United Healthcare	health insurance premiums	3,879,211.89
Various	returned checks	98.00
<i>Subtotal</i>		<i>4,099,082.70</i>
Total Outgoing Wire Transfers		\$ 18,044,854.91
April 2023 Check Registers - All Funds:		
Net payrolls by paper check	Register# 01007DP, 01008 DP	\$ 5,380.36
General operating and food services	Check# 622186 thru Check# 623000 (net of void batches)	3,819,914.14
Total Check Registers		\$ 3,825,294.50
TOTAL APRIL CASH DISBURSEMENTS		\$ 21,870,149.41

*See attached supplemental report for purchasing card transaction information

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending April 17, 2023

Merchant Name	Total
RESTAURANTS & CATERING	\$ 16,703.53
3654 INTERSTATE	\$ 10,732.91
HOTEL	\$ 9,578.42
MARK'S PLUMBING PARTS	\$ 7,262.81
RAYNER AND RINN SCOTT	\$ 6,580.00
KIMBALL MIDWEST PAYEEZY	\$ 6,344.69
MENARDS KENOSHA WI	\$ 4,931.28
CHESTER ELECTRONIC SUPPLY	\$ 4,582.43
VEHICLE MAINT. & FUEL	\$ 4,489.10
BURRIS EQUIPMENT CO.	\$ 4,427.44
BADGER COACHES	\$ 4,411.00
MID STATE EQUIP SALEM 010	\$ 3,897.45
HAJOCA KENOSHA PC354	\$ 3,733.42
FIRST SUPPLY KENOSHA	\$ 3,665.95
ARING EQUIPMENT COMPANY I	\$ 3,153.45
IN *TRIED & TRUE TREE CAR	\$ 3,016.00
ADVANCED DOOR CONTROL SO	\$ 2,855.64
HIGHWAY C SERVICE INC	\$ 2,694.99
VIKING ELECTRIC-MILWAUKEE	\$ 2,306.75
SAMS CLUB #6331	\$ 2,071.28
MONSTER JANITORIAL LLC	\$ 2,050.74
IC* INSTACART	\$ 2,023.31
JOHNSTONE SUPPLY - RACINE	\$ 1,942.49
WDW GRP RESERVATION	\$ 1,853.10
IN *FRED J MILLER	\$ 1,769.22
ULINE *SHIP SUPPLIES	\$ 1,755.81
PITSCO EDUCATION LLC	\$ 1,669.50
TRADE CENTER MANAGEMENT	\$ 1,644.75
ACMETOOLS.COM	\$ 1,570.82
CAVE OF THE MOUNDS INC	\$ 1,495.00
NASSP PRODUCT & SERVICE	\$ 1,408.99
PDC-IDENTICARD	\$ 1,393.31
CHRISTOPHER R GREEN SR	\$ 1,366.75
FLAG CENTER	\$ 1,308.00
WEBCONNEX LLC	\$ 1,303.83
BSN SPORTS LLC	\$ 1,279.00
SOUTHEASTERN EQUIPMENT &	\$ 1,242.97
LOWES #02560*	\$ 1,227.62
PBBS EQUIPMENT CORPORA	\$ 1,227.28
HALLMAN LINDSAY PAINTS -	\$ 1,226.13
HOMEDEPOT.COM	\$ 1,109.70
POWER EQUIPMENT DIRECT	\$ 1,099.00
GRAPHICSINC.COM	\$ 1,094.24
TC LIFE SAFETY	\$ 1,046.97
B&H PHOTO 800-606-6969	\$ 959.95
UNIFILLER SYSTEMS INC.	\$ 946.13
BUILDING CONTROLS & SOLUT	\$ 944.21

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending April 17, 2023

Merchant Name	Total
MILWAUKEE BREWERS BOX OFF	\$ 934.00
LAKE SHORE LEARNING MATER	\$ 923.19
WPY*PEACEFUL WARRIOR TRAI	\$ 919.29
HOOVER FENCE CO.	\$ 908.72
FASTENAL COMPANY 01WIKEN	\$ 894.53
BAUDVILLE INC.	\$ 846.74
USPS.COM POSTAL STORE	\$ 823.40
AMZN MKTP US*HJ7TD6IX1	\$ 812.28
UNLEASHED BRANDS	\$ 805.24
AMZN MKTP US*H79JR2F71	\$ 800.00
SCOTT HURST	\$ 750.00
WWW.WISMATH.ORG	\$ 750.00
FACEBK 6S7C4MT782	\$ 745.77
NNA SERVICES LLC	\$ 708.72
THEEVENTSCALPLUGINS	\$ 699.00
PAYPAL *CREATIVEARC	\$ 695.92
PARTS TOWN	\$ 694.12
COSTCO WHSE #1198	\$ 669.78
STERICYCLE	\$ 669.13
VACLAND	\$ 662.33
GRAINGER	\$ 662.31
AIRLINE	\$ 660.00
PAYPAL *HEDGEHOGLAX	\$ 642.99
PRESS TIME CLEANERS	\$ 640.00
4IMPRINT, INC	\$ 639.70
GETTYSBURG MVC TICKETS	\$ 637.00
LOUISVILLE SLUGGER MUSEUM	\$ 630.00
ZORO TOOLS INC	\$ 610.07
HUDL	\$ 600.00
GREEN LAKE CONFERENCE	\$ 582.00
SQ *BETTY BRINN CHILDREN'	\$ 578.00
FERGUSON ENT #1020	\$ 572.40
ZORN COMPRESSOR & EQUIPM	\$ 569.21
BAND SHOPPE	\$ 568.95
DRI*ERGOTRON INC.	\$ 563.55
SHERWIN WILLIAMS 703481	\$ 555.15
GUTTORMSEN RECREATION CEN	\$ 555.00
DECKER EQUIPMENT	\$ 553.00
KENOSHA PUB MUSEUM	\$ 552.00
AMZN MKTP US*HC2739IX1	\$ 550.44
SAN-A-CARE	\$ 536.80
SAMSClub.COM	\$ 535.69
EPIC SPORTS	\$ 510.65
KAMIHQ.COM	\$ 509.85
AMZN MKTP US*HS3PM7NV1	\$ 499.99
APPLE HOLLER	\$ 492.00
MILWAUKEE COUNTY ZOO - EC	\$ 491.75

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending April 17, 2023

Merchant Name	Total
SQ *E-PRO GASKET SUPPLY L	\$ 490.43
MCMASTER-CARR	\$ 487.34
WASBO FOUNDATION	\$ 485.00
AMER LIB ASSOC-CAREER	\$ 480.00
GFS STORE #1919	\$ 476.41
MILESPLIT.COM	\$ 473.93
SAMSClub #6331	\$ 472.42
RACINE ZOO OFFICE	\$ 468.10
CDW GOVT #HS62642	\$ 467.36
AED SUPERSTORE	\$ 462.88
MICHAELS #9490	\$ 459.01
TEETURTLE, LLC	\$ 427.27
DISCOVERY WORLD	\$ 422.00
SOCIETYFORHUMANRESOURCE	\$ 410.00
SUPPLYHOUSE.COM	\$ 393.03
COSTCO WHSE #1212	\$ 386.63
ADOBE *CREATIVE CLOUD	\$ 379.67
BLAZER LLC	\$ 375.24
AMZN MKTP US*HY6398X12 AM	\$ 371.63
MAILCHIMP	\$ 370.00
SQUARE SCRUB	\$ 362.71
ADOBE CREATIVE CLOUD	\$ 359.88
AMAZON.COM*HS7QR21C0 AMZN	\$ 355.31
PAYPAL *ICCLOS	\$ 350.00
IN *B AND L OFFICE FURNIT	\$ 350.00
KRANZ INC.	\$ 337.20
JC LICHT - 1290 - KENOSHA	\$ 334.58
CDW GOVT #HW90195	\$ 333.85
SP SHOP DECA	\$ 332.48
BEST BUY 00011916	\$ 329.98
IN *ECONO HOLDING COMPANY	\$ 310.00
EMC2 LEARNING	\$ 300.00
DASH MEDICAL GLOVES	\$ 300.00
TOOLS 4 FLOORING	\$ 298.72
MICRO FORMAT	\$ 290.73
MENARDS RACINE WI	\$ 252.44
AMZN MKTP US*HY4J01N60	\$ 248.88
PIONEER VALLEY BOOKS	\$ 247.50
E GROUP INC	\$ 241.00
AMZN MKTP US*HS9XH13N1	\$ 239.00
FARM & FLEET STURTEVANT	\$ 231.38
RANGE TIME	\$ 225.00
ADAFRUIT INDUSTRIES	\$ 217.56
BABEYOND	\$ 217.00
GAMECHANGER MEDIA, INC	\$ 209.95
FIT SIMPLIFY	\$ 209.50
BEST BUY 00000299	\$ 204.70

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending April 17, 2023

Merchant Name	Total
SP IOGRAPHER	\$ 202.46
WFBSA.COM	\$ 200.00
SOCIAL THINKING	\$ 199.00
THINK SOCIAL PUBLISHING,	\$ 199.00
MEIJER # 284	\$ 198.37
SMORE.COM	\$ 198.00
OFFICEMAX/DEPOT 6358	\$ 197.45
POSITIVE PROMOTIONS	\$ 191.95
AMZN MKTP US*HY40P66I1	\$ 185.34
FESTIVAL FOODS	\$ 182.40
ID SUPERSTORE	\$ 178.38
MOVING MINDS USD	\$ 178.08
SPECTRUM	\$ 177.98
ZOOM.US 888-799-9666	\$ 165.89
AMZN MKTP US*HG02R2I21	\$ 163.69
TOWN & COUNTRY GLASS	\$ 162.00
DICKS SPORTING GOODS#753	\$ 160.93
IN *KAIN ENERGY CORPORATI	\$ 159.65
SP JONES SPORTS CO.	\$ 153.95
WALMART.COM 8009666546	\$ 151.74
SUMDOG.COM	\$ 150.00
WAL-MART #1167	\$ 147.55
AMZN MKTP US*HC4YY4LH2	\$ 144.79
AMAZON.COM*HY8X19BA0 AMZN	\$ 139.98
FLOCABULARY	\$ 138.00
JCPENNEY.COM	\$ 134.46
ROCKLER WOODWORKING AND H	\$ 129.88
HYDRO-FLO PRODUCTS INC	\$ 129.48
AMZN MKTP US*H70I20JF0	\$ 125.99
FACEBK EX47FLFT62	\$ 125.00
MILW PUBLIC MUSEUM	\$ 120.75
KENOSHA AREA BUSINESS	\$ 120.00
LIFESPORT - KENOSHA POS	\$ 120.00
SAMS MEMBERSHIP	\$ 116.05
PARTY CITY 5174	\$ 114.00
V BELT GLOBAL SUPPLY	\$ 112.28
SP ULTIMATECONFETTI	\$ 109.40
SENIOR WOOLY	\$ 109.11
SPORTSINFOMEDIA	\$ 108.00
DOLLAR TREE	\$ 104.49
IC* INSTACART*SUBSCRIP	\$ 104.45
MAXON EQUIPMENT INC.	\$ 102.94
GREEN MEADOWS FARM	\$ 100.00
TARGET 00019257	\$ 97.21
DEMCO INC	\$ 94.68
PLANK ROAD PUBLISHING IN	\$ 94.25
ALDI 64096	\$ 86.49

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending April 17, 2023

Merchant Name	Total
AMZN MKTP US*HJ4JT1JN1	\$ 82.87
DOLLAR TREE, INC.	\$ 80.29
ZG BICYCLE STORE LLC	\$ 79.98
ROGUE	\$ 79.07
ASCD RESOURCES	\$ 79.00
INTERNATIONAL LITERACY AS	\$ 79.00
IN *KAPP KONCEPTS, INC./L	\$ 78.00
FACEBK HZKJEPTS62	\$ 75.00
STARFALL EDUCATION	\$ 70.00
THE 2 SISTERS/THEDAILYCAF	\$ 69.00
JOHNSON PLASTICS PLUS	\$ 68.69
AMZN MKTP US*HS1UA32R0	\$ 63.98
EUROFINS SF ANALYTICAL LA	\$ 62.36
DK HARDWARE SUPPLY LLC	\$ 62.32
WALMART.COM	\$ 61.92
AIRGAS LLC - NORTH N126	\$ 61.00
ROCKLER	\$ 60.69
HOBBY LOBBY ECOMM	\$ 58.47
THE CERAMIC SHOP	\$ 57.52
CENTER FOR THE COLLABORAT	\$ 57.00
WM SUPERCENTER #1167	\$ 56.78
FAT BRAIN TOYS	\$ 53.53
ALDI 64007	\$ 51.62
OTC BRANDS INC	\$ 51.60
HOBBY-LOBBY #599	\$ 51.34
J.W. PEPPER	\$ 50.11
WHS LUMINATE ONLIN	\$ 50.00
EDPUZZLE PRO TEACHER	\$ 49.00
SPANISHCUEN	\$ 48.00
SHUTTERFLY, INC.	\$ 42.77
AMAZON.COM*HC4OU2552 AMZN	\$ 39.98
SMK*WUFOO.COM CHARGE	\$ 39.00
AMAZON.COM*HJ3J81ZH2 AMZN	\$ 38.47
LESSONPIX INC	\$ 36.00
BATTERIES PLUS #0561	\$ 35.71
AMZN MKTP US*HJ5IU3QZ1	\$ 35.48
AMZN MKTP US*HC3BO3VB1 AM	\$ 34.90
WOODWORKERS HARDWARE I	\$ 34.63
AMZN MKTP US*HC6SZ82W1	\$ 33.73
USPS PO 5642800260	\$ 32.34
ADOBE *STOCK	\$ 31.64
ADOBE STOCK	\$ 31.64
AMZN MKTP US*HS3P833U1	\$ 29.49
STATSMEDIC.COM	\$ 29.00
CROWN TROPHY	\$ 27.76
MCGRAW-HILL HIGHER ED	\$ 26.80
AMZN MKTP US*HJ64561Z2	\$ 25.99

KUSD Purchasing Card Program - Individual Cardholders

Transaction Summary by Merchant

Billing Cycle Ending April 17, 2023

Merchant Name	Total
AMZN MKTP US*HC75J47I1	\$ 22.14
FASTSIGNS 301101	\$ 20.45
AMZN MKTP US*HS7WF8160	\$ 19.99
HARBOR FREIGHT TOOLS3397	\$ 19.98
PICK N SAVE #871	\$ 19.95
AMZN MKTP US*HY1CP7UO2	\$ 18.99
AMZN MKTP US*HC7K566E0	\$ 18.44
OCULUS *H9X59P3VY2	\$ 17.05
TARGET.COM *	\$ 16.73
AMZN MKTP US*H704B7900 AM	\$ 15.79
AMAZON PRIME*HY3FP0O00	\$ 15.05
WWW.DOODLE.COM	\$ 14.95
OCULUS *EZX49NFUY2	\$ 13.70
SHERWIN WILLIAMS 703180	\$ 13.47
OCULUS *DUW2FNFUY2	\$ 12.65
OCULUS *95VHWMKUY2	\$ 11.59
OCULUS *V6XY2P3VY2	\$ 11.59
SPOTIFY USA	\$ 10.54
OCULUS *R97KDNKVY2	\$ 10.54
PICK N SAVE #874	\$ 8.75
AMZN MKTP US*HS2LA1PF0	\$ 7.99
APPLE.COM/BILL	\$ 7.37
ARO LOCK & DOOR SOUTH	\$ 6.00
METRO FARE AUTOLOAD	\$ 5.00
FUN EVENTS	\$ 4.50
USPS PO 5666100158	\$ 1.74
CROWN AWARDS INC	\$ (29.75)
AMZN MKTP US	\$ (82.87)
THE HOME DEPOT 4926	\$ (418.82)
US Bank Purchasing Card Payment - Individuals	\$ 202,108.18

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

May 23, 2023

Administrative Recommendation

It is recommended that the April 2023 cash receipt deposits totaling \$197,116.82, and cash receipt wire transfers-in totaling \$4,586,004.46, be approved.

Check numbers 622186 through 623000 (net of voided batches) totaling \$3,819,914.14, and general operating wire transfers-out totaling \$4,099,082.70, are recommended for approval as the payments made are within budgeted allocations for the respective programs and projects.

It is recommended that the April 2023 net payroll and benefit EFT batches totaling \$13,953,890.22, and net payroll check batches totaling \$5,380.36, be approved.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Lisa M. Salo, CPA
Accounting Manager

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

May 23, 2023

Consideration for Renaming the Educational Support Center

Background

The Board President and Superintendent have received a request to appoint a naming committee to research and present recommendations and supporting evidence for the naming of the Educational Support Center. In accordance with School Board Policy 7400 – Naming or Renaming District-Owned Property (Appendix A) and Policy 8860 - Citizen Advisory Committees (Appendix B), this agenda item is presented for Board of Education consideration and approval.

Identification of a Committee

School Board Policy 7400 – Naming or Renaming District-Owned Property states that:

At the request of the School Board, a naming committee shall be formed in accordance with Policy 8860 Citizen Advisory Committees to research and present recommendations along with supporting evidence to the School Board when naming or renaming district-owned property, including facilities or other spaces. Individuals interested in renaming a facility or dedicating other spaces must submit their request in writing to the School Board for consideration.

School Board Policy 8860 – Citizen Advisory Committees provides the following guidance in identifying a committee:

- A citizen advisory committee is appointed by the School Board and/or Superintendent of Schools
- The Superintendent shall assign District personnel as resource persons to the committee.
- The Board President shall appoint two Board members to all citizen advisory committees.

Recommendation

Administration recommends:

1. The Board of Education approves the use of Policy 7400 - Naming or Renaming District-Owned Property in appointing a committee as prescribed in Policy 8860 – Citizen Advisory Committees.

2. The Board of Education approves the Citizen Advisory Committee to follow the guidelines outlined in Policy 7400 for dedicating other spaces.
3. The School Board will consider all names and material submitted by the committee; and, the Board reserves the right to choose a name other than the first choice submitted by the committee for the renaming of the Educational Support Center.

Dr. Jeffrey Weiss
Superintendent of Schools

Kris Keckler
Chief Information Officer

POLICY 7400

NAMING OR RENAMING DISTRICT-OWNED PROPERTY

The School Board shall be responsible for naming or renaming district-owned property. Name recommendations shall be made in accordance with district guidelines outlined in Rule 7400.

For the purpose of this policy, district facilities shall be defined as schools, district office buildings, auditoriums, athletic facilities, athletic fields and field houses. Other spaces shall be defined as any other areas in or around a district facility other than an actual school building, district office building, auditorium, athletic facility, athletic fields or field house (e.g. pond, library, courtyard, green space, etc.).

LEGAL REF.: Wisconsin Statutes
Section 120.12(1) (Care and management of school property)

CROSS REF.: Policy 1131, Memorials/Dedications within Schools
Policy 8860 – Citizen Advisory Committees

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: June 10, 1991

REVISED: January 12, 1999
September 11, 2001
September 25, 2007
November 28, 2017

RULE 7400

NAMING OR RENAMING DISTRICT-OWNED PROPERTY

At the request of the School Board, a naming committee shall be formed in accordance with Policy 8860 Citizen Advisory Committees to research and present recommendations along with supporting evidence to the School Board when naming or renaming district-owned property, including facilities or other spaces. Individuals interested in renaming a facility or dedicating other spaces must submit their request in writing to the School Board for consideration.

For the purpose of this policy, district facilities shall be defined as schools, district office buildings, auditoriums, athletic facilities, athletic fields and field houses. Other spaces shall be defined as any other areas in or around a district facility other than an actual school building, district office building, auditorium, athletic facility, athletic fields or field house (e.g. pond, library, courtyard, green space, etc.). The duties of the naming committee shall include compiling a list of name recommendations and submitting them in rank order (#1 being the top choice) to the School Board for consideration.

- a. NOTE: The School Board will consider all names submitted by the committee and reserves the right to choose a name other than the #1 choice submitted by the committee.
- b. The committee may use the following sources to acquire name suggestions:
 - i. Public participation
 - ii. Student participation

NAMING OR RENAMING A BUILDING

When considering potential names for district buildings, the committee shall keep in mind the following:

- a. Buildings must be named after a person or place.
 - i. Individuals must be deceased for at least two years before they may be nominated.
 - ii. Individuals who are nominated must be limited to those who have historical significance, have performed exemplary service in the community or for humanity, have displayed outstanding leadership and/or are of exemplary moral character.
 - iii. Places that are nominated must be very well known and have a great deal of significance to the district and/or community.
- b. First consideration shall be given to local persons or places, but consideration may also be given to state, national and international persons.

DEDICATING OTHER SPACES

When considering potential names for other spaces, the committee shall keep in mind the following:

- a. Other spaces may only be named after a person.
- b. Individuals must be deceased for at least two years before they may be nominated.
- c. Individuals who are nominated must be limited to those who have historical significance, have performed exemplary service in the community or for humanity, have displayed outstanding leadership and/or are of exemplary moral character.
- d. First consideration shall be given to local persons, but consideration may also be given to state, national and international persons.

APPENDIX B

Kenosha Unified School District No. 1
Kenosha, Wisconsin

School Board Policies
Rules and Regulations

POLICY 8860 CITIZEN ADVISORY COMMITTEES

The School Board recognizes that citizen advisory committees provide a method for the participation of the general public in matters of educational planning and school operation.

Citizen advisory committees shall be appointed by the School Board and/or Superintendent of Schools for specific purposes and shall be representative of the entire School District.

Members of minority communities and students shall be actively recruited and encouraged to participate on citizen advisory committees to ensure the needs of all community members are being met.

The charge to citizen advisory committee members shall include the scope, time limit and responsibilities of their particular committee assignment. The Superintendent shall assign District personnel as resource persons to citizen advisory committees. The Board President shall appoint two Board members to all citizen advisory committees.

Citizen advisory committees shall be limited to making recommendations and suggestions for Board or administration consideration. No citizen committee shall be empowered to make decisions that are the legal responsibility of the Board or administration.

Public notice shall be given of citizen advisory committee meetings as required by state law and Board policy.

ADMINISTRATIVE REGULATIONS: None

AFFIRMED: December 28, 1990

REVISED: July 10, 2001
February 24, 2015
March 27, 2018

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

May 23, 2023

REPORT ON CONTRACT IN AGGREGATE OF \$50,000
Davis Demographics

School Board Policy 3420 requires that “all contracts and renewals of contracts in aggregate of \$50,000 in a fiscal year shall be approved by the School Board except in the event of an emergency as determined and reported to the School Board monthly by the Purchasing Agent.”

The following contract/agreement has not been added to the Contract Management Database and is being presented for board approval:

VENDOR	PROGRAM/PRODUCT	AMOUNT
Davis Demographics	Comprehensive demographic study, redistricting options and forecasting services.	\$84,290.00 Local Funding (Information Services)

Kenosha Unified has worked with Davis Demographics for several years, though in a much smaller, yet still, quality capacity. KUSD has not had any boundary changes for several years, prior to the recently approved closure of Wilson elementary starting with the 2023-24 school year. To best service the community, a vast amount of student and residency related data will be compiled to provide the most accurate and detailed view of the Kenosha Unified boundary locations. All of this data is critical to developing multiple scenarios for consideration.

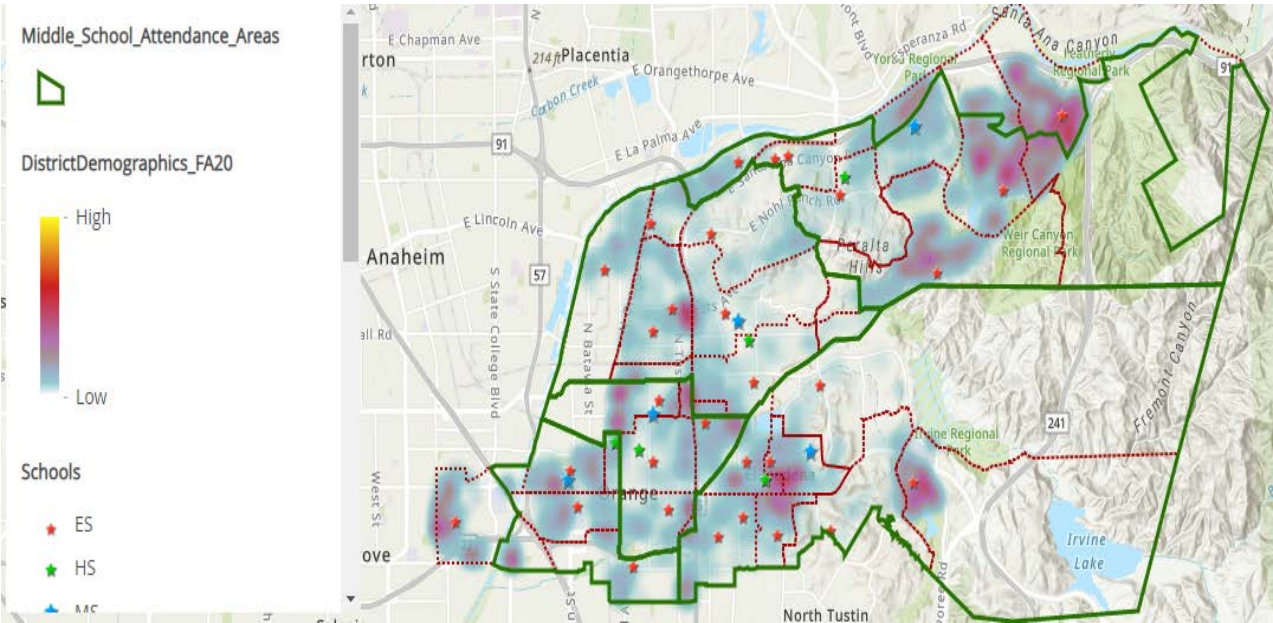
Davis will be a skilled collaborator and asset for this entire process. They are educationally focused, having done this process for decades and with hundreds of districts across the United States. Using a combination of industry leading software and analytic approaches to trends and formats, Davis will provide thoughtful guidance. As a company founded by educators, and working exclusively with K-12 districts, they know how to provide scenarios that integrate educational programs, budgets, facility management and future demographic forecasts. As stated from their RFP submission: “ Our team will support KUSD by bringing together the data in a comprehensive manner to guide decisions regarding utilization and capacity needs, equity needs, and the impacts of boundary adjustments.”

Some of the prominent school districts that Davis has recently worked with:

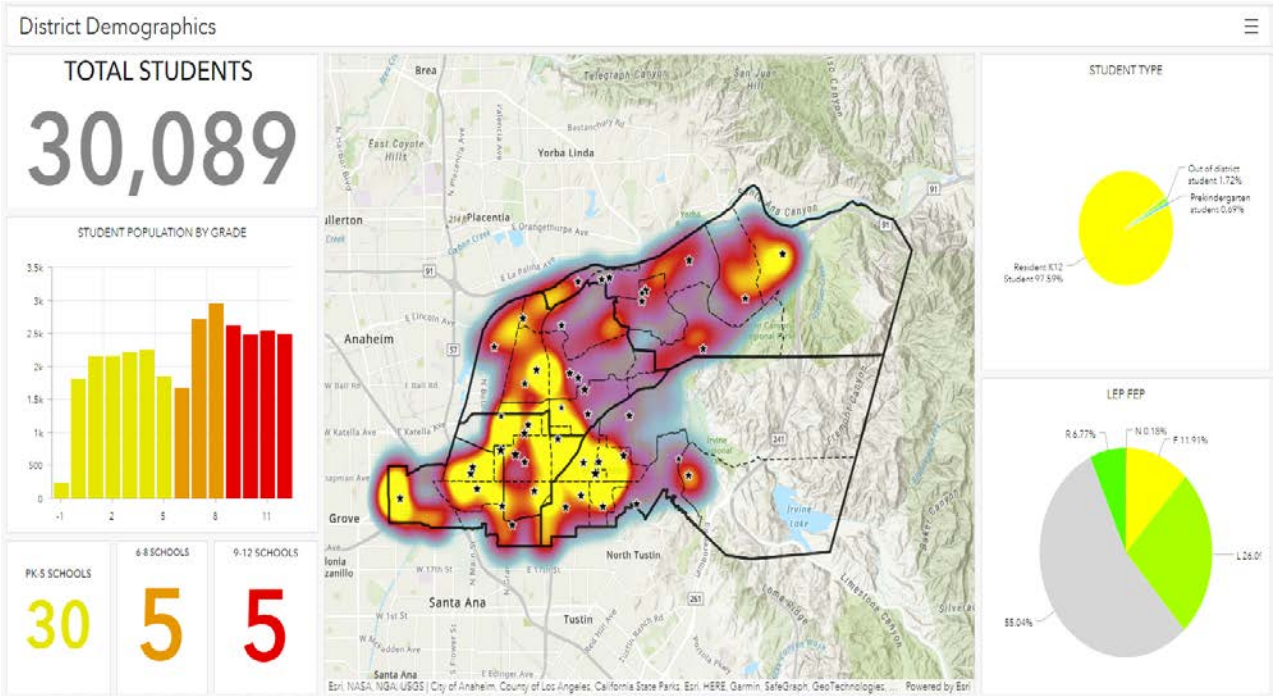
- Fayette County Public Schools (Lexington, KY)
- Clay County District Schools (Green Cove Springs, FL)
- Pasadena Unified School District (Pasadena, CA)
- Metro Nashville Public Schools (Nashville, TN)

Davis will utilize multiple software programs, including online public websites to provide general updates and data sharing and secure portals for staff to interact with during the length of the project. Some sample screenshots of the online tools:

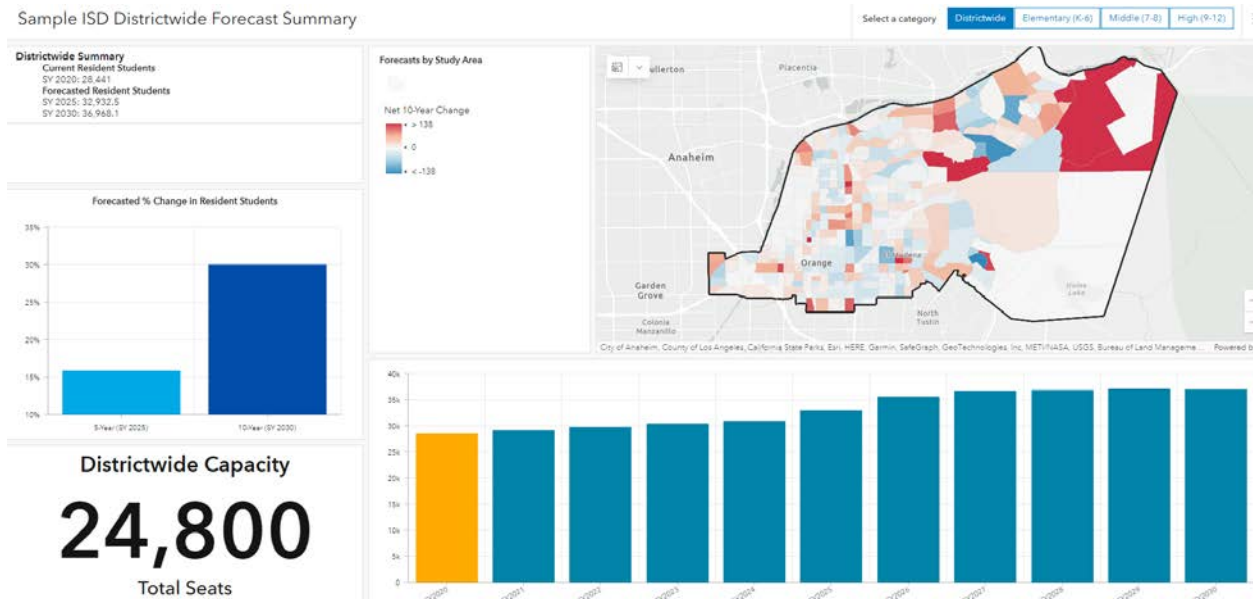
Example: Student Density Map



Example: Demographic Heat Map



Example: District Forecast Summary



The Purchase/Contract Rationale for Davis Demographics is provided on the following page.

Recommendation

Administration recommends that the Board of Education approve the \$84,290.00 contract with Davis Demographics to provide a comprehensive demographic study, redistricting options, and forecasting services.

Dr. Jeffrey Weiss
Superintendent of Schools

Kris Keckler
Chief Information Officer

Tarik Hamdan
Chief Financial Officer

Pat Finnemore
Director of Facilities

Amy Franz
Purchasing Agent

PURCHASE/CONTRACT RATIONALE

Per School Board Policy 3420, please complete the following to be attached to your purchase order/contract. Additional information may be required and presented before the District's School Board for approval. Your submission must allow for adequate time for the Board to approve.

Vendor: Davis Demographics

Purchased Good/Program: Demographic study, GIS services, forecasting and consultation.

Start Date/Date Needed: June 1, 2023- Project Completion and Follow-up (Spring 2024)

1. PURPOSE – What is the purpose of the proposed purchase?

This is an organizational need, which will allow for refinement of locations and boundaries and a variety of planning services based on a comprehensive demographic study.

2. FUNDING – What is the total cost of purchase and the funding source?

\$84,290 is the RFP quote. KUSD has worked with Davis Demographics over the past several years, and has received quality support and guidance on past related needs. This proposed project should be well supported by this national leader in educational planning.

3. REQUEST FOR PROPOSAL (RFP) – indicate if an RFP has been completed

YES ☒

NO ☐

If no, please request an RFP packet

4. EDUCATIONAL OUTCOME – What is the educational outcome of this purchase?

The educational outcome will be a more efficient use of the overall KUSD locations, staffing and various resources to better align with budget allocations and projected student enrollments, all for improved student services.

5. START DATE – When is the anticipated start date?

June 5, 2023. Information Services and designated members will begin planning and defining project outlines to cover the subsequent 8-10 months.

Your response does not establish approval of either a contract or a purchase order.

Appropriate Leadership Signature  Date May 19, 2023



Kenosha Unified School District
Kenosha, Wisconsin

May 23, 2023
Board of Education Meeting

POLICY AND RULE 5431 - STUDENT DRESS CODE

Background:

Policy and Rule 5431 - Student Dress Code was last updated in 2018. Since then, administration and the Board of Education have heard concerns from students and parents/guardians regarding gender and cultural biases being ingrained in the existing language. In an effort to address this, a committee of administrators was formed that worked to remove these items and clean up the policy overall. The goal was to create a policy that relied less on fashion terms that often date the policy quickly, as well as making the policy have a more positive than negative tone.

To ensure this resulted in a draft that was generally accepted, the committee held listening sessions with students, staff and parents/guardians. The schedule below outlines committee and feedback sessions that led to the final draft policy contained within this packet:

- August 2022:
 - Formed a committee of administrators from elementary, middle, and high schools led by administrators from the ESC
 - Committee members include: Matt Brown, Bradford assistant principal; Chad Dahlk, Lance principal; Kim Fischer, regional coordinator of secondary leadership; Scott Hodges, KTEC assistant principal; Cliff Johnson, Tremper assistant principal; Maria Kotz, Reuther Central principal; Tanya Ruder, chief communications officer; Taylor Schmit, Forest Park principal; Mercilie Toney, Indian Trail assistant principal
 - Reviewed current KUSD policy, along with many others from across the nation
- September 2022:
 - Committee met to begin drafting edits and plan student feedback sessions
- October 2022:
 - Held student voices sessions with students across eight schools
 - Forest Park and KTEC (1 group each)
 - Lance, Washington and Reuther HS (2 groups each)
 - Bradford, ITHSA and Tremper (3 groups each)
- November 2022:
 - Committee reviewed student feedback to use in drafting updated policy language to be shared with staff and parents/guardians
- December 2022/January 2023:
 - Administrators serving on the committee shared draft language with staff to gather additional feedback
- February 2023
 - Committee met to review staff feedback, update the draft policy and plan parent/guardian feedback sessions
- March 2023
 - Held parent/guardian feedback sessions
- April 2023
 - Final committee meeting to finalize edits based on parent/guardian feedback

During this process, the committee presented the policy to nearly 500 students, staff and parents/guardians to gather feedback on the current and/or draft policy that was then included in the attached draft. One of the main points shared was that the updates were focused on health and safety.

Overall, the tone of the policy has greatly changed. Some of the original language still exists, but may have been updated to align with new language and/or sections. The responses from each focus group were used to ensure updates were made along the way in an effort to capture all voices, concerns and viewpoints.

Administration Recommendation:

Administration recommends that the board approve the proposed revisions to Policy and Rule 5431 - Student Dress Code as a first reading on May 23, 2023, and a second reading on June 27, 2023.

Dr. Jeffrey Weiss
Superintendent of Schools

Tanya Ruder
Chief Communications Officer

Kim Fischer
Regional Coordinator of Secondary School Leadership

POLICY 5431
STUDENT DRESS CODE

~~The Board of Education is committed to providing students with an educational environment that is safe and conducive to learning.~~

~~The district retains the right to monitor and take action when student attire presents a health or safety hazard, or disrupts the educational environment.~~

~~Parents/guardians may request an exception to this policy and/or rule based on religious beliefs or medical conditions. Such exceptions must be submitted to the superintendent and/or his/her designee for consideration and documentation.~~

LEGAL REF.: Wisconsin Statutes

Sections: 118.001 Duties and powers of school boards; construction of statutes

20.13(1)(a) School board powers

First Amendment, U.S. Constitution

CROSS REF.: 5431.1 - School Uniforms

5438 - Gangs and Gang Related Activities

AFFIRMED: August 13, 1991

REVISED: January 11, 1994
September 9, 1997
May 22, 2007
September 22, 2009
October 26, 2010
December 17, 2013
July 22, 2014
August 26, 2014
March 27, 2018

RULE 5431
STUDENT DRESS CODE

All students are expected to exemplify appropriate hygiene and dress standards in a manner that projects an appropriate image for the student, school and district. The district shall not require specific brands of clothing. If there is a disagreement between students and/or parents/guardians and staff regarding the appropriateness of clothing, the principal will make the final determination.

Bottoms:

- May not be see through
- Must fit appropriately and may not drag on the floor
- Must be at the waist and appropriately fastened with belts when needed
- Must be clean and in appropriate repair—holes and/or rips below mid thigh are permissible, but holes and/or rips above mid thigh cannot show skin
- Must cover undergarments at all times
- Must cover the waistline, no skin may show between bottoms and tops when seated or standing
- Dresses, leggings, skirts, skorts, shorts, pants and yoga pants should be at least mid-thigh length and cover all private body parts at all times

Tops:

- May not be see through
- Must fit appropriately
- Must be clean and in appropriate repair with no holes or tears
- Must cover the waistline, no skin may show between bottoms and tops when seated or standing
- Must cover all private body parts at all times
- Must cover undergarments at all times
- Tank tops are acceptable if the straps are at least one inch in width

Footwear:

- Athletic shoes, laced shoes, shoe boots, loafers, dress shoes or sandals (are permissible)
- Must be secured on the feet
- No house slippers are allowed
- Elementary: shoes must have a strap around heel (no flip flops)

Student ID cards:

- ~~Middle school students will be required to wear their student identification cards (ID) during the school day and have them easily accessible during all school activities (e.g. academic, extra-curricular, co-curricular).~~
- ~~High school students must have an ID in their possession at all times and have them easily accessible during all school activities (e.g. academic, extra-curricular, co-curricular).~~

Additional guidelines:

- ~~Clothing representing gangs or gang-related activity, including gang-related colors if for purposes of gang identification, may not be worn~~
- ~~Clothing that contains pictures and/or writing referring to alcoholic beverages, tobacco products, sexual references, profanity, illegal drugs, bigoted epithets, harassment/hate messages, or~~

RULE 5431

STUDENT DRESS CODE

Page 2

- ~~messages of hostility toward race, ethnicity, religion or sexual orientation may not be worn~~
- ~~Pajamas, undershirts or undergarments may not be worn as outerwear~~
- ~~Attire that may be considered a weapon is not allowed (e.g. chain belts, wallet chains, etc.)~~
- ~~Jewelry, piercing, tattoos or similar artifacts that are obscene or may cause disruptions to the educational environment are prohibited~~
- ~~Hoods, hats, caps, bandanas, sweatbands, skullcaps, plastic hair bags, hair nets or do-rags may not be worn within the building~~
- ~~Grooming items (e.g. hair picks, combs, etc.) may not be worn in the hair~~
- ~~Outerwear, including coats, hats, gloves/mittens and scarves, may not be worn inside unless a student is going to his/her locker or classroom after coming from or going outside, or with administrative approval~~
- ~~Face coverings (e.g. sunglasses, masks, etc.) may not be worn in the building~~
- ~~High school students may use backpacks during the school day~~
- ~~Elementary and middle school students may not use backpacks during the school day without administrative approval~~

~~It shall be left to the discretion of the principal and/or his/her designee whether or not a student is in compliance with the student dress code policy. Students who violate the policy for school attire will put on clothing that is appropriate or contact a parent/guardian to bring them appropriate clothing. The principal/designee may call a conference with the parent/guardian, student and counselor to assist with compliance. Refusal and/or repeated violations of school attire policy may lead to further disciplinary action.~~

POLICY 5431
STUDENT DRESS CODE

The primary responsibility for a student's attire resides with students and their parents/guardians. However, students are expected to respect the learning community by dressing appropriately for a 4K-12 environment. The district and individual schools shall ensure student attire does not interfere with the health or safety of any student, and that student attire does not contribute to a hostile or intimidating atmosphere.

The district retains the right to monitor and take action when student attire presents a health or safety hazard, or disrupts the educational environment.

Parents/guardians may request an exception to this policy and/or rule based on religious beliefs or medical conditions. Such exceptions must be submitted to the superintendent and/or their designee for consideration and documentation.

LEGAL REF.: Wisconsin Statutes

Sections: 118.001 Duties and powers of school boards; construction of statutes

20.13(1)(a) School board powers

First Amendment, U.S. Constitution

CROSS REF.: 5431.1 - School Uniforms

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December 17, 2013
July 22, 2014
August 26, 2014
March 27, 2018
June 27, 2023

**RULE 5431
STUDENT DRESS CODE**

All students are expected to dress in a manner that projects an appropriate image for the student, school and district while also feeling comfortable as they engage in the school environment.

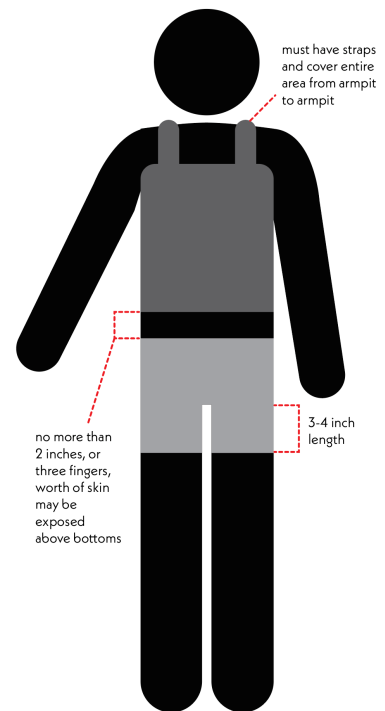
This policy shall be upheld by KUSD staff as outlined in the staff dress code guidelines. If there is a disagreement between students and/or parents/guardians and staff regarding a dress code infraction, the principal will make the final determination.

Students wearing clothing that is in violation of the policy may be provided alternate clothing they can wear or they may contact their parent/guardian to bring them alternate clothing. If needed, the principal/designee may convene a conference with the student, parent/guardian and/or other staff to assist with compliance.

Refusal to comply with and/or repeated violations of this policy may lead to further disciplinary action.

Minimum clothing requirements:

- Tops, bottoms and shoes must be worn at all times unless required for class (e.g. removal of shoes for class project, etc.)
 - Tops and bottoms must cover private body parts and undergarments (with the exception of bra straps) at all times
 - Tops and bottoms that are see-through/ripped/torn in the covered areas outlined in the image to the right may be worn with an additional layer underneath
 - Tops must have straps
 - Tops may expose no more than 2 inches, or three fingers, worth of skin above bottoms
 - Bottoms must cover ~3-4 inches in length on the upper thigh
 - Elementary students must wear shoes that are secured to feet (i.e. no flip flops or slides)
 - Hard-soled slippers are allowed (e.g. moccasins with a hard bottom, etc.)
- Headwear is allowable at the middle and high school levels
 - Staff reserve the right to ask students to adjust or remove hoods or hats for identification purposes, safety concerns, or to determine if earbuds are present
 - Hoods and hats must allow the face to be visible at all times
- Middle and high school students must have a school ID (card or digital) in their possession at all times and have it easily accessible during all school activities (e.g. academic, extra-curricular, co-curricular) to allow for easy identification by school staff as needed for safety purposes



Clothing that is not allowed:

- Clothing that contains pictures and/or writing referring to alcoholic beverages, tobacco products, sexual references, profanity, illegal drugs, bigoted epithets, harassment/hate messages, or messages of hostility toward race, ethnicity, religion or sexual orientation
- Clothing representing gangs or gang-related activity, including gang-related colors if for purposes of gang identification
- Non-prescription sunglasses while indoors
- Headwear that covers the face, except those worn as a religious observance or for medical reasons

Exceptions to these rules shall be communicated by building leaders for special events, such as prom, homecoming, spirit days, field trips, etc.

KENOSHA UNIFIED SCHOOL DISTRICT NO. 1
Kenosha, Wisconsin

May 23, 2023

CHANGES TO BUILDING PERMIT FEES & REGULATIONS

Background:

In light of increased operating costs due to inflation, Administration is recommending that building rental permit rates be increased by 5% over the current rates for the 2023-24 school year. As in years past, the 5% increase for each individual space involves either a round up or a round down to the nearest whole dollar amount for the permit amount. The choice of a 5% increase was based in part on actual cost increases in areas directly related to rental uses, and is lower than the 8% Consumer Price Index increase. The attachment to this report provides a comparison of the current rental rates and the rates being proposed for the 2023-24 school year.

Rental permit users and school office staffs that are involved in reviewing and approving permits will see another change which is the conversion from the current SchoolDude building rental management system that we have used for the past decade to the Facility Manager Pro system. The change is being made in an effort to reduce operating expenses, as the new system is less expensive and was chosen through a competitive Request for Proposal process.

Administration Recommendation:

Administration recommends Board approval of the increases to the building rental permit fees effective September 1, 2023, as described in this report.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamden
Chief Financial Officer

Patrick Finnemore, P.E.
Director of Facilities

2023-2024 Permit Fees		CURRENT FEES: 9/1/22-8/31/23		NEW FEES (+5%): 9/1/23-8/31/24			
SWIMMING POOLS		INITIAL CHARGE	RENTAL FEE PER HOUR		INITIAL CHARGE	RENTAL FEE PER HOUR	
INCLUDES LOCKER & SHOWER ROOMS			Partial Cost	Full Cost		Partial Cost	Full Cost
Reuther		\$128	\$27	\$36	\$134	\$28	\$38
Tremper		\$187	\$34	\$47	\$196	\$36	\$49
Bradford		\$254	\$52	\$70	\$267	\$55	\$74
HIGH SCHOOL GYMNASIUMS		RENTAL FEE PER HOUR		RENTAL FEE PER HOUR			
LOCKER & SHOWER ROOMS ADD: \$20 PER HOUR		Partial Cost	Full Cost	Partial Cost	Full Cost		
Bradford Fieldhouse		\$146	\$193	\$153	\$203		
Indian Trail Fieldhouse		\$162	\$216	\$170	\$227		
Indian Trail Upper Gym		\$35	\$48	\$37	\$50		
Tremper P.E. Center		\$64	\$129	\$67	\$135		
Tremper Gym		\$71	\$95	\$75	\$100		
Tremper Upper Gym		\$29	\$40	\$30	\$42		
Reuther Gym		\$28	\$55	\$29	\$58		
MIDDLE & ELEMENTARY GYMNASIUMS		RENTAL FEE PER HOUR		RENTAL FEE PER HOUR			
INCLUDES LOCKER & SHOWER ROOMS (UNLESS NOTED)		Partial Cost	Full Cost	Partial Cost	Full Cost		
Bullen		\$31	\$61	\$33	\$64		
Lance		\$31	\$61	\$33	\$64		
Lincoln		\$28	\$55	\$29	\$58		
Mahone		\$48	\$95	\$50	\$100		
Washington		\$28	\$55	\$29	\$58		
Brass, EBSOLA, Frank, Nash, Pleasant Prairie, Somers, Stocker		\$24	\$48	\$25	\$50		
Bose, Forest Park, Grant, Grewenow, Harvey, Hillcrest, Jefferson, Jeffery, McKinley, Prairie Lane, Roosevelt, Southport, Strange, Vernon, Whittier		\$20	\$40	\$21	\$42		
AUDITORIUMS		RENTAL FEE PER HOUR		RENTAL FEE PER HOUR			
Bradford	Performance	\$114		\$120			
	Rehearsal	\$80		\$84			
Indian Trail	Performance	\$166		\$174			
	Rehearsal	\$116		\$122			
Tremper	Performance	\$114		\$120			
	Rehearsal	\$80		\$84			
	Room 120	\$44		\$46			
Reuther	Performance	\$114		\$120			
	Rehearsal	\$80		\$84			
Bullen		\$70		\$74			
Lance		\$90		\$95			
Lincoln		\$70		\$74			
Mahone		\$90		\$95			
Washington		\$70		\$74			
CAFETERIAS & MULTI-PURPOSE ROOMS		RENTAL FEE PER HOUR		RENTAL FEE PER HOUR			
		Partial Cost	Full Cost	Partial Cost	Full Cost		
Bradford		\$55	\$74	\$58	\$78		
Indian Trail		\$75	\$100	\$79	\$105		
Reuther		\$37	\$51	\$39	\$54		
Tremper		\$55	\$74	\$58	\$78		
LakeView		\$37	\$51	\$39	\$54		
Bullen		\$37	\$51	\$39	\$54		
Lance		\$37	\$51	\$39	\$54		
Mahone		\$55	\$74	\$58	\$78		
Lincoln		\$37	\$51	\$39	\$54		
Washington		\$37	\$51	\$39	\$54		
Brass, EBSOLA, Nash, Pleasant Prairie, Prairie Lane, Stocker, Whittier		\$37	\$51	\$39	\$54		
Bose, Forest Park, Grewenow, Jeffery, Somers, Vernon		47	\$35	\$48	\$37	\$50	

2023-2024 Permit Fees

	CURRENT FEES: 9/1/22-8/31/23		NEW FEES (+5%): 9/1/23-8/31/24	
LIBRARIES	RENTAL FEE PER HOUR		RENTAL FEE PER HOUR	
	<u>Partial Cost</u>	<u>Full Cost</u>	<u>Partial Cost</u>	<u>Full Cost</u>
	Bradford, Indian Trail, Tremper, Mahone	\$45 \$59	\$47 \$62	
	Reuther, Bullen, Lance, Lincoln, Washington, Brass, EBSOLA, Frank, Nash, Somers, Stocker, Pleasant Prairie, Prairie Lane	\$41 \$54	\$43 \$57	
	Bose, Forest Park, Grant, Grewenow, Harvey, Jefferson, Jeffery, KTEC, McKinley, Roosevelt, Southport, Strange, Vernon, Whittier	\$36 \$49	\$38 \$51	
MISCELLANEOUS AREAS	RENTAL FEE PER HOUR		RENTAL FEE PER HOUR	
	<u>Partial Cost</u>	<u>Full Cost</u>	<u>Partial Cost</u>	<u>Full Cost</u>
	Commons Bradford, Tremper	\$37 \$50	\$39 \$53	
	Classrooms All Schools	\$35 \$48	\$37 \$50	
	Computer Labs All Schools	\$63 \$85	\$66 \$89	
	ESC Boardroom	\$33 \$45	\$35 \$47	
	Kitchens Bradford, Indian Trail, Tremper, EBSOLA	\$41 \$54	\$43 \$57	
	Locker Rooms Bradford, Indian Trail, Tremper, Mahone	N/A \$20	N/A \$21	
	Asphalt/Concrete Areas Playgrounds, parking lots, concrete spaces	\$9 \$16	\$9 \$17	
	Fields – High Schools Does <i>not</i> include synthetic turf fields	\$12 \$22	\$13 \$23	
	Fields – Middle Schools & Elementary Schools	\$9 \$16	\$9 \$17	
	Tennis Courts Bullen, Indian Trail, Tremper	\$16 \$22	\$17 \$23	
ATHLETIC TURF FIELDS/STADIUMS	RENTAL FEE PER EVENT		RENTAL FEE PER EVENT	
	<u>W/O Lights</u>	<u>With Lights</u>	<u>W/O Lights</u>	<u>With Lights</u>
	AMECHE FIELD, BRADFORD STADIUM, JASKWHICH FIELD			
	Football Practice	\$108 \$161	\$113 \$169	
	Football Game	\$485 \$540	\$509 \$567	
	Soccer Practice	\$108 \$161	\$113 \$169	
	Soccer Game	\$322 \$376	\$338 \$395	
	Track Practice	\$108 \$161	\$113 \$169	
	Track Meet	\$485 \$540	\$509 \$567	
	All Day Events	\$969 \$1,076	\$1,017 \$1,130	
	Half Day Events	\$322 \$376	\$338 \$395	
	Stadium Manager Fee (per hour):	\$20	\$21	
VARSITY BASEBALL/SOFTBALL FIELDS	RENTAL FEE PER EVENT		RENTAL FEE PER EVENT	
	<u>Mon-Wed</u>	<u>Thurs-Sun</u>	<u>Mon-Wed</u>	<u>Thurs-Sun</u>
	ANDY SMITH, BOSMAN, WAVRO			
	2-Hour Practice	\$52 \$83	\$55 \$87	
	Single Game	\$83 \$130	\$87 \$137	
	Double Header	\$140 \$208	\$147 \$218	
	All Day Rental	Not Available \$520	Not Available \$546	
	Field Prep & Manager Fee (per game):	\$32	\$34	

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Kenosha Unified School District
Kenosha, Wisconsin

May 23, 2023

**Board Approved Student User Fees and Recreation Department
Fees for the 2023-2024 School Year**

As a component of the budget development process, a review of fees charged by the District is conducted annually. The administration is not recommending changes to the 2023-24 student user fees or the recreation department fees for the upcoming school year, with the exception of eliminating the \$5 fee previously charged for providing copies of student transcripts which are primarily provided electronically now.

Attachment A delineates the proposed Student User Fees Schedule and Attachment B delineates the proposed Recreation Department Fees Schedule.

District-wide Fee Procedures:

- All fees and payments for a student will be maintained in Infinite Campus by the school at which the student is primarily enrolled. Schools will have access to create fees based on circumstances (e.g. field trips, yearbook, clubs, and activity accounts).
- Charter schools are required to collect all applicable district-required user fees according to the Board-approved fee schedule. Charter schools may retain the fees as part of the individual charter agreements.
- All schools looking to charge for workbooks or any other supplemental consumable materials, not covered by the base fees, must submit the fee to be reviewed and approved by the respective school leadership department prior to the allocation of any funds for the purchase of these materials, or the assessment of any such fees.
- Automated phone reminders are sent to families with outstanding balances.

Administrative Recommendation

Administration recommends that the Board of Education approve the attached schedules in order to establish the fiscal year 2023-2024 student user fees and recreation department fees.

Dr. Jeffrey Weiss
Superintendent of Schools

Tarik Hamdan
Chief Financial Officer

Kenosha Unified School District

Historical Schedule of Student User Fees
Proposed Fees for the 2023-2024 School Year

Base User Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
High School	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67	\$ 67
Middle School	72	72	72	72	72	72	72	72	72	72	72
Elementary School	44	44	44	44	44	44	44	44	44	44	44
Pre-School ⁽¹⁾	22	22	22	22	22	22	22	22	22	22	22

⁽¹⁾ Base User Fee includes individual project materials and workbooks

Program Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
1:1 Electronic Device Program	\$ 30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Kenosha Military Academy Leadership	25	25	25	25	25	25	25	25	25	25	25

Course Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Technology Education (LakeView Academy)	\$ 35	\$ 35	\$ 35	\$ 35	\$ 35	\$ 35	\$ 35	\$ 35	\$ 35	\$ 35	\$ 35

Athletic Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Athletic Fee High School ⁽²⁾	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75	\$ 75
Athletic Fee Middle School ⁽³⁾	50	50	50	50	50	50	50	50	50	50	50
Hockey Participation Fee	900	900	900	900	900	900	900	900	900	900	900

⁽²⁾ Athletic Fee per sport, \$10 earmarked for building athletic uniforms, \$150 max per student, \$300 per family

⁽³⁾ Athletic Fee per sport, \$5 earmarked for building athletic uniforms, \$100 max per student, \$200 per family

Other School Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Activity Fee ⁽⁴⁾	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15	\$ 15
Music Activity Fee ⁽⁵⁾	30	30	30	30	30	30	30	30	30	30	30
Instrument Usage ⁽⁶⁾	50	50	50	50	50	50	50	50	50	50	50
Parking ⁽⁷⁾	50	50	50	50	50	50	50	50	50	50	50
After School Program (per day)	-	-	-	-	-	-	-	-	-	-	-

⁽⁴⁾ Activity Fee (HS, \$30 max. per student, \$60 max. per family; for debate, forensics, academic decathlon, cheerleading, robotics and other competitive events)

⁽⁵⁾ Music Activity Fee (HS, \$60 max. per student; \$120 max. per family; for jazz ensemble, chamber orchestra, madrigal singers, golden strings, theater and drama)

⁽⁶⁾ Instrument Usage (MS, HS - \$50 max. per student, \$100 max. per family)

⁽⁷⁾ Parking (HS, \$30 for only second semester, \$15 for only 4th quarter, students taking classes at multiple buildings will receive complimentary passes with proof of permit from their home school)

Summer School Fees ⁽⁸⁾	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Elementary and Middle Schools	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
High Schools	-	-	-	-	-	-	-	-	-	-	-
Gear-Up (MS, HS)	-	-	-	-	-	-	-	-	-	-	-

⁽⁸⁾ Additional consumable fees may apply to summer camp programs

Miscellaneous School Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Fines for Lost or Damaged Locks (MS, HS)	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9	\$ 9
Copy of Student Records (per page)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Copy of Student Transcripts	5	5	5	5	5	5	5	5	5	5	-
Lost I.D./Library Card (MS/HS)	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
I.D. Card Lanyard Replacement	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Library Fines and Breakage Charges	At Cost										
Students Unable to Pay	Per School Board Policy										

Kenosha Unified School District

Historical Schedule of Recreation Department Fees

Proposed Fees for the 2023-2024 School Year

Adult Basketball	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Team Fee ⁽¹⁾	\$ 394	\$ 394	\$ 394	\$ 680	\$ 680	\$ 680	\$ 680	\$ 680	\$ 680	\$ 680	\$ 680
Player Fee	40	40	40	-	-	-	-	-	-	-	-
Trophy Fee	8	8	8	-	-	-	-	-	-	-	-
Adult Softball	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Team Fee ⁽¹⁾	\$ 297	\$ 297	\$ 297	\$ 675	\$ 675	\$ 675	\$ 675	\$ 675	\$ 675	\$ 675	\$ 675
Player Fee	39	39	39	-	-	-	-	-	-	-	-
Trophy Fee	8	8	8	-	-	-	-	-	-	-	-
Adult Volleyball	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Team Fee ⁽¹⁾	\$ 129	\$ 129	\$ 129	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280	\$ 280
Player Fee	24	24	24	-	-	-	-	-	-	-	-
Trophy Fee	8	8	8	-	-	-	-	-	-	-	-
Swim Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Employee Swim	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lifeguard Training (Red Cross Certification)	-	-	-	150	150	150	150	150	150	150	150
Student Player Fees	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Instructional Swim	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Competitive Swim	25	25	25	25	25	25	25	25	25	25	25
Basketball	-	-	-	-	-	-	-	-	-	-	-
Tennis	-	-	-	-	-	-	-	-	-	-	-
Weight Training	20	20	20	20	20	20	20	20	20	20	20
Baseball/Softball	-	-	-	-	-	-	-	-	-	-	-
Soccer	-	-	-	-	-	-	-	-	-	-	-
Fine Arts	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Kenosha Youth Performing Arts Center (KYPAC)	\$ -	\$ -	\$ -	\$ 50	\$ 50	\$ 50	\$ 50	\$ 75	\$ 75	\$ 75	\$ 75
Band of the Black Watch ⁽²⁾	-	-	-	150	150	150	165	175	175	175	175
Rambler Band ⁽²⁾	-	-	-	125	125	125	140	150	150	150	150

⁽¹⁾ Changing to a flat team only fee

⁽²⁾ Fee does not include shoes or trips as not all participants need the shoes and trips are not required

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**Kenosha Unified School District
Kenosha, Wisconsin**

May 23, 2023

ACTIVITIES CODE OF CONDUCT

Overview

The process of updating the Activities Code of Conduct is ongoing and requires adaptations and revisions almost annually. Enforcing the Activities Code of Conduct fairly and consistently is the common goal of all the stakeholders in Kenosha Unified School District.

Revisions to the Activities Code of Conduct have been made for the following reasons: updating language to match current district policies, clarification, and updating suspension length language to be consistent amongst each sport, regardless of the amount of competitions in a season.

The proposed changes are outlined on the table below.

CURRENT POLICY	PROPOSED POLICY
<u>Violations</u>	<u>Violations</u> Note: Infractions are rounded to the nearest whole number. Decimals of .5 or higher will be rounded up to the next number (minimum of 1 competition). All percentages are based off the maximum allowed competitions determined by the WIAA at the varsity level.
<u>Violations</u> GROUP 1 A. 2. Second offense The student shall be suspended from competitions for one calendar year from the date of the rule infraction. The penalty will be reduced to 50 percent of the season's competitions if the student undergoes an assessment program by a state certified AOD counselor and completes all recommended treatment. During the suspension it is required that the student maintains participation in all other team activities (practices, study tables, etc.).	<u>Violations</u> GROUP 1 A. 2. Second offense The student shall be suspended competitions for one calendar year from the date of the rule infraction. The penalty will be reduced to 50 percent of the season's competitions if the student undergoes an additional assessment program different than the first violation by a state-certified AOD counselor and completes all recommended treatment. During the suspension it is required that the student maintains participation in all other team activities (practices, study tables, etc.).

CURRENT POLICY	PROPOSED POLICY
<p><u>Violations</u> GROUP 1 C. 1.</p> <p>Students will be suspended immediately from participation until due process has established his/her innocence. If guilty or determined to be delinquent or if there is information or other disposition which would show that the student committed prohibited acts, the student shall be suspended for one calendar year from the date of the infraction.</p>	<p><u>Violations</u> GROUP 1 C. 1.</p> <p>Students will be suspended immediately from participation until due process has established his/her innocence. If guilty or determined to be delinquent or if there is information or other disposition which would show that the student committed prohibited acts, the student shall be suspended for up to one calendar year from the date of the infraction, determined by a committee formed by the building principal or his/her designee in coordination with the coordinator of athletics, physical education, health, recreation, and senior center.</p>
<p><u>Violations</u> GROUP 2 A. 1. First and second offenses</p> <p>Partial day out-of-school suspension will result in a suspension of 10 percent of the season's competitions.</p>	<p><u>Violations</u> GROUP 2 A. 1. First and second offenses</p> <p>Out-of-school suspensions up to three days will result in a suspension of 10 percent of the season's competitions.</p>

Recommendation

Administration recommends that the Board approve the revisions in the Activities Code of Conduct.

Dr. Jeffrey Weiss
Superintendent of School

Mrs. Julie Housaman
Chief Academic Officer

Mr. Bryan Mogensen, CAA
Coordinator of Athletics, Physical Education, Health, Recreation, and Senior Center



ACTIVITIES CODE OF CONDUCT GRADES 6 THROUGH 12

An activities code is required by mandate of the Kenosha Unified School District Board of Education and to meet the requirements of the Wisconsin Interscholastic Athletic Association (WIAA). Although activities programs are a valuable part of the total educational experience, participation in after-school programs is a **privilege**, not a right. As such, all participants must abide by all rules and responsibilities, which apply to each activity program in order to continue participation in these activities.

As a privilege a participant in after-school activities carries additional responsibilities and expectations. The rules and responsibilities outlined in this code of conduct will help ensure that students serve as a credit to themselves, their parents, their school, and their community.

Definition of Activities

Activities include any school-related organized activity that is offered outside of academic class requirements. Activities for grades 6 through 12 are divided into four distinct categories:

1. Athletics,
2. Competitive activities,
3. Leadership and public recognition activities, and
4. Music/theater arts activities.

School district policies and school rules govern all student activities. In addition, each category has unique rules and expectations, which regulate participation.

In accordance with the Kenosha Unified School District and the WIAA, this Code of Conduct shall be enforced uniformly year around.

PHILOSOPHY OF ATHLETICS

The Kenosha Unified School District Board of Education's Philosophy of Athletics states, in part, that:

1. Interscholastic athletics shall provide an educational example of the worth of hard work, physical conditioning, discipline, teamwork, competition, and sportsmanship.
2. Athletics shall be ever mindful that the athlete is also a student and that athletic endeavors shall not supplant other needs of the student, such as satisfactory academic achievement.
3. Athletes are expected to represent the ideals and principles of the Kenosha Unified School District and the WIAA.

PROVISIONS

The following provisions cover every section of the code:

1. Violations occurring when an athlete is between seasons shall be enforced at the beginning of his/her next sport season.
2. Summer School attendance, in accordance with WIAA regulations, does not count as suspension time.
3. Athletes who are required to serve consequences for code violation(s) must complete the season in which they serve the consequences in good standing in order to clear their violation(s).

Categories

CATEGORY I—ATHLETICS

This category is for WIAA competitions.

Athletes will be expected to abide by provisions of the Code of Conduct both in and out of season.

ACTIVITIES	
Fall Sports	
Boys	Girls
Cross country (grades 9-12)	Cross country (grades 9-12)
Football (grades 7-12)	Golf (grades 9-12)

ACTIVITIES	
Fall Sports	
Boys	Girls
Soccer (grades 9-12)	Swimming (grades 9-12)
Volleyball (grades 9-12)	Softball (grades 6-8)
	Tennis (grades 9-12)
	Volleyball (grades 9-12)
Winter Sports	
Boys	Girls
Basketball (grades 7-12)	Basketball (grades 7-12)
Hockey (grades 9-12)	Gymnastics (grades 9-12)
Swimming (grades 9-12)	
Wrestling (grades 6-12)	
Spring Sports	
Boys	Girls
Baseball (grades 9-12)	Soccer (grades 9-12)
Golf (grades 9-12)	Softball (grades 9-12)
Tennis (grades 9-12)	Track (grades 6-12)
Track (grades 6-12)	Volleyball (grades 6-8)
	Lacrosse (grades 9-12)

CATEGORY 2—COMPETITIVE ACTIVITIES

This category is for non-WIAA competitions.

These activities that are competitive in nature and/or require tryouts are governed by the same code requirements as interscholastic athletics.

ACTIVITIES	
Cheerleading	Dance Team
Debate	Distributive Education Clubs of America
Future Business Leaders of America	Health Occupations Students of America
Powder puff football	Pom pons
Robotics Team (LakeView Technology Academy)	Skills USA

CATEGORY 3—LEADERSHIP AND PUBLIC RECOGNITION ACTIVITIES

This category includes those activities in which members have been elected or appointed to positions of leadership and public recognition. There will be an application or nomination process established by the building administration for these activities. Students in this category are expected to be representative of the values, expectations, and ideas espoused by the school.

Students participating in any Category 3 activities will be expected to comply with the academic rules, attendance rules, and social behavior and conduct rules listed as part of the code. In order to be eligible to participate, students must be in good standing, exhibit proper school behavior, and have no school violations. Students who violate stated rules are subject to removal from the activity as deemed appropriate by the activity advisor and/or building administration. All eligibility determinations will be made by the advisor and/or building administration.

ACTIVITIES	
Badger Boys	National Honor Society
Badger Girls	Student Council
Commencement speakers	Homecoming court
Prom court	School clubs
District clubs	

CATEGORY 4—MUSIC/THEATER ARTS ACTIVITIES

These activities are governed by the relationship of after-school performance to earning credits for graduation or receiving grades that are recorded on student transcripts. Behavior under this category remains under the direction of the building administration and the supervision of the individual classroom teacher. All students participating in these respective activities will adhere to school board policies, school rules, and classroom rules and regulations.

Violations

Note: Infractions are rounded to the nearest whole number. Decimals of .5 or higher will be rounded up to the next number (Minimum of 1 competition). All percentages are based off of the maximum allowed competitions determined by the WIAA at the varsity level.

GROUP 1

ALL GROUP 1 VIOLATIONS ARE CUMULATIVE BUT DO NOT CARRYOVER FROM MIDDLE SCHOOL TO HIGH SCHOOL. For example, a first offense in alcohol possession would cause a second penalty offense for a second Group 1 violation even if not alcohol related.

A. Students using, in possession of (students occupying a private vehicle containing alcoholic beverages, tobacco, nicotine products, or controlled substances may be considered in possession), or buying alcoholic beverages, tobacco, nicotine products, controlled substances (including steroids and other performance-enhancing substances [PES]) shall be held accountable as follows:

1. First offense

The student shall be suspended for 50 percent of the total season competitions. The penalty will be reduced to 25 percent of the season's competitions if the student undergoes an assessment program by a state certified AOD counselor and completes all recommended treatment. During the suspension it is required that the student maintains participation in all other team activities (practices, study tables, etc.).

Honesty clause: The penalty for the first violation will be reduced to 25 percent of the season's competitions if the student self-reports the violation within 24 hours to the building principal. This only applies to a student's first violation.

2. Second offense:

The student shall be suspended from competitions for one calendar year from the date of the rule infraction. The penalty will be reduced to 50 percent of the season's competitions if the student undergoes an **additional** assessment program **different than the first violation** by a state certified AOD counselor and completes all recommended treatment. During the suspension it is required that the student maintains participation in all other team activities (practices, study tables, etc.).

3. Third offense

All future competitions at this level will be terminated.

- B. Students charged with attendance at an unacceptable gathering of secondary school students and/or recently graduated students which is not chaperoned by a parent(s) or other responsible parent-aged adult where alcohol or controlled substances are present and being or have been consumed shall be held accountable as follows:

1. Penalty

The student shall be suspended for 25 percent of the season's total competitions.

Honesty Clause: Suspension will be reduced to 10 percent of the season's competitions if the student self-reports the violation to the building principal within 24 hours of the violation. This only applies to the first violation.

(An activity is defined as a contest, performance or competition).

Examples of acceptable gatherings are those with adult family members or close parental family friends, anniversaries, etc. which have parental permission and certain well-publicized community related affairs. The intent of Section B is to discourage students from attending peer group parties where there is known use of controlled substances or alcohol. If a student attends a gathering and finds use to be a fact, he/she should depart immediately. If the student does not depart the premises immediately, the penalty shall be applied.

C. Except as herein above covered, a student, whether or not a juvenile, who has been charged or could be charged with committing a crime, or what would be a crime if the student were not a juvenile (e.g., vandalism, breaking and entering, stealing [including school uniforms and equipment], assault or attempted assault [i.e., striking a teacher, administrator, or other person of authority], distribution of controlled substances, possession of a weapon, or otherwise endangering the lives of others) shall be held accountable as follows:

1. Students will be suspended immediately from participation until due process has established his/her innocence. If guilty or determined to be delinquent or if there is informal or other disposition which would show that the student committed prohibited acts, the student shall be suspended for **up to one calendar year from the date of the infraction determined by a committee formed by the building principal or their designee in coordination with the coordinator of athletics, physical education, health, recreation, and senior center.**

GROUP 2

ALL GROUP 2 VIOLATIONS ARE CUMULATIVE WITHIN THEMSELVES ONLY. Group 2 violations accumulate within themselves until the student completes one calendar year without a Group 2 violation.

A. Students violating school rules which results in an out-of-school suspension shall be held accountable as follows:

1. First and second offenses

~~Partial day out of school suspension to two days out of school suspension~~ **Out-of-school suspensions up to three days** will result in a suspension of 10 percent of the season's competitions.

An infraction of three or more days out-of-school suspension will result in a suspension of 25 percent of the season's competitions.

When the student is back in school and is serving the suspension for the Code of Conduct violation, it is required that the student maintains participation in all other team activities (practices, study tables, etc.).

2. Third offense

The student shall be suspended from all competitions for one calendar year from the date of the infraction.

B. Students violating school rules which results in a full day in-school suspension shall be held accountable as follows:

1. **First/second offense:**

Suspension from one activity with mandatory practice continuing.

2. **Third offense:**

Three-week suspension to include one activity with mandatory practice continuing.

3. **Fourth offense:**

Suspension for one calendar year from the date of the infraction.

C. Students who have been designated by the school attendance officer or administration, as truant from class shall be held accountable as follows:

1. **Students considered truant one or more times on a date during the WIAA sports-specific season will miss one competition.**

(Activity is defined as a contest, performance, or competition.)

GROUP 3

Wisconsin Anti-Hazing Law. 948.51

No person may intentionally or recklessly engage in acts, which endanger the physical health and safety of a student for the purpose of initiation or admission into or affiliation with any organization operation in connection with a school, college or university. Under those circumstances, prohibited acts that may include any brutality of a physical nature, such as whipping, beating, branding, forced consumption of any food, liquor or other substance, forced confinement or any other forced activity which endangers the physical health and safety of the student **are prohibited**. In this section “forced activity,” means any activity, which is a condition of initiation, rite of passage or admission into or affiliation with an organization, regardless of a student’s willingness to participate in the activity.

A. If school authorities find that a student violated Wisconsin’s Anti-Hazing Law, the student shall be suspended from all activities for one calendar year from the date of the infraction. The student will be referred to the local authorities since violation of the Wisconsin Anti-Hazing Law, depending on the seriousness of the act, can be classified as either a misdemeanor or a felony.

GROUP 4

Athletes failing to provide the school with a valid WIAA medical examination signed by the examining physician and by the parent/guardian every two years cannot participate in the

program. Students who submit examinations, waivers, or activity codes signed by parties other than their parent/guardian shall be suspended from all activities immediately for one year from the date of discovery.

Additional Rules for Athletes

- A. Students attending Kenosha Unified Schools that do not sponsor WIAA athletic programs are eligible only at the WIAA school in which their parents reside.
- B. School or athletic team infractions and absences
 - 1. A coach, **in coordination with the building athletic director**, may suspend an athlete temporarily from the athletic squad for no more than one week for minor infractions of school or athletic rules and regulations. Suspension for more than one week or removal of an athlete from a team requires the approval of building administration. Each head coach will provide a copy of the team rules covering his/her particular sport to each athlete, building administrators, and have it on file in the building athletic director's office.
 - 2. Athletes must be in attendance the entire school day prior to an after-school or evening practice or contest. Serious illness or death in the immediate family; medical/dental appointments; and special situations such as field trips, college visits, etc. for which an excuse has been secured beforehand from the school designee are exceptions to the rule.
- C. Student Transfer
 - 1. **All students transferring to a Kenosha Unified School District school will be handled in accordance with the WIAA transfer rules.**

Academic Eligibility Requirements

- A. Athletics
 - 1. Kenosha Unified School District's academic eligibility rule is within the WIAA's Rules of Eligibility guidelines.
 - 2. An athlete must meet the Kenosha Unified School District, Wisconsin Department of Public Instruction, and WIAA requirements defining a full-time student.
- B. Activities/Athletics
 - 1. A student receiving 1 F or more in a grading period **or an incomplete** will be declared academically ineligible for a period of 15 school days and nights. Academically ineligible status means that a student will be allowed to practice with the team or activity;

however, they will not be allowed to compete in any contest. A student will regain eligibility after the 15 school days and nights if they are doing passing work in **ALL** of their classes. Students are required to have a weekly progress report signed by all of their teachers and turned into the building athletic director or advisor. Students not passing **ALL** of their classes will be ineligible for competition until the next weekly progress report. This report must be completed weekly and will remain in effect until the next grading period. Incomplete grades shall count as Fs until completed.

2. **Final transcript course grades will be used to determine academic eligibility.**
3. The 15 school days and nights will begin the day after the validation date for grades at the schools.

SPECIAL NOTES

- A. A student who participates in activities where there are not competitive contests will be suspended from a percentage of the regular activities which follow the violation.
- B. If a student is participating in more than one activity at a time, the full consequence will apply to each activity.
- C. A nonathletic suspension does not supersede an athletic suspension.
- D. The responsibility for enforcing this code lies with the student, his/her parents, the coaches/advisors, and the school administration.

Appeal Procedures

ATHLETICS

- A. If the athlete or parents contend that there are extenuating circumstances regarding the code violation, they may submit a written appeal to the principal within five school days after receiving notification from school authorities. The suspension, however, remains in effect through the hearing process.
- B. After receiving a letter of appeal, the principal will contact the coordinator of athletics, physical education, health, recreation, and senior center who will appoint a hearing committee. These individuals along with the principal (hearing officer) and building athletic director will comprise the hearing committee. The coordinator of athletics, physical education, health, recreation, and senior center will also be in attendance as a nonvoting member (unless there is a tie vote) to insure that all district and WIAA rules are upheld.

- C. The hearing will be set at the earliest convenience to all parties prior to the next scheduled contest, if possible. If the principal cannot conduct the hearing, he/she will designate an assistant principal as the hearing officer.
- D. After hearing the case, the hearing officer will call for a closed session; and the hearing committee will deliberate the merits of the case. If during the deliberations the hearing committee finds that extenuating circumstances were involved, it has the authority to reinstate or provide for a reduction in the penalty as set forth in the Code of Conduct. The hearing officer (principal/designee) will contact the parents of the athlete in question and will inform them in writing of the committee's decision.
- E. The decision of the hearing committee will be final
- F. **There are no appeals for athletes suspended for only one contest.**

CATEGORIES 2, 3, AND 4

- A. If the student or parents contend that there are extenuating circumstances regarding the code violation, they may submit a written appeal to the principal within five school days after receiving notification from school authorities. The suspension, however, remains in effect through the appeal process.
- B. The principal/designee shall, within five days, respond in writing to the appeal.
- C. A second appeal may be submitted to the chief of school leadership within five school days after the principal's ruling. This appeal should be in writing and will be responded to in writing within five school days by the chief of school leadership. The decision of the chief of school leadership shall be final.
- D. **There are no appeals for students suspended for only one activity.**

Enforcement

In accordance with the Kenosha Unified School District and the WIAA, this Code of Conduct shall be enforced **uniformly year around**.

Parent(s)/guardian(s) should retain this Code of Conduct for their home records.

The Kenosha Unified School District is an equal opportunity educator/employer with established policies prohibiting discrimination on the basis of age, race, creed, religion, color, gender, national origin, disability or handicap, sexual orientation, or political affiliation in any educational program, activity, or employment in the district. The superintendent of schools/designee ([262] 359-6320) addresses questions regarding student discrimination, and the chief human resources officer ([262] 359-6333) answers questions concerning staff discrimination.

**PARENT-ATHLETE ACTIVITIES CODE OF CONDUCT
AND WISCONSIN INTERSCHOLASTIC ATHLETIC ASSOCIATION
RULES OF ELIGIBILITY SIGN-OFF FORM**

This form must be completed and submitted to the athletic director prior to a student being declared eligible for practice and competition.

I, _____ HAVE READ, UNDERSTAND, AND
(Please print.)

DISCUSSED THE ACTIVITIES CODE OF CONDUCT AND THE WISCONSIN
INTERSCHOLASTIC ATHLETIC ASSOCIATION RULES OF ELIGIBILITY WITH MY
PARENT/GUARDIAN. I AGREE TO PARTICIPATE IN ACCORDANCE WITH THE
CONDITIONS SET FORTH IN THE ACTIVITIES CODE OF CONDUCT. I FURTHER
CERTIFY THAT IF I DID NOT UNDERSTAND ANY OF THE INFORMATION IN BOTH
DOCUMENTS, I HAVE SOUGHT AND RECEIVED AN EXPLANATION OF THE
INFORMATION PRIOR TO SIGNING THIS STATEMENT.

Student's signature

Grade

Date

I, THE PARENT/GUARDIAN OF _____
(Please print.)

HAVE READ, UNDERSTAND, AND DISCUSSED THE ACTIVITIES CODE OF CONDUCT
AND THE WISCONSIN INTERSCHOLASTIC ATHLETIC ASSOCIATION RULES OF
ELIGIBILITY WITH MY STUDENT. I FURTHER AGREE TO PERMIT MY STUDENT TO
PARTICIPATE IN ACCORDANCE WITH THE CONDITIONS SET FORTH IN THE
ACTIVITIES CODE OF CONDUCT. I FURTHER CERTIFY THAT IF I DID NOT

UNDERSTAND ANY OF THE INFORMATION IN BOTH DOCUMENTS, I HAVE
SOUGHT AND RECEIVED AN EXPLANATION OF THE INFORMATION PRIOR TO
SIGNING THIS STATEMENT.

Parent's/guardian's signature

Date

One agreement must be signed each year for all student participation in Categories 1, 2, and 3 activities.

Please list the activities your student will be involved in during the present school year.

SPORTS	ACTIVITIES

*Coaches/advisors must retain a signed copy of this form
in their files for each student involved in their activity.*

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**Kenosha Unified School District
Kenosha, Wisconsin**

May 23, 2023

BOYS' LACROSSE

Background

On December 2, 2022, the Wisconsin Interscholastic Athletic Association (WIAA) Board of Control approved the addition of boys' and girls' lacrosse as a sanctioned sport for the 2023-24 school year. Kenosha Unified School District currently endorses girls' lacrosse as an athletic opportunity; and, with this change, the girls will now be able to compete for a state championship sanctioned by the WIAA. The team operates as a co-op and consists of students from each of the high schools in Kenosha Unified School District as well as girls from Westosha Central High School.

Kenosha Raptors is a local youth lacrosse club that has teams at the youth level for boys' and girls' lacrosse as well as a boys' high school team. On March 2, 2023, the Kenosha Raptors organization formally requested Kenosha Unified School District's endorsement of boys' lacrosse. This endorsement will allow the high school boys to compete as a team in conference play as well as in the WIAA sanctioned playoffs.

Boys' Lacrosse Proposal

The school district's endorsement of boys' lacrosse will allow these student athletes to compete at the varsity level. The proposal is to have a team that is consistent with the district's girls' team in a cooperative agreement between Kenosha Unified School District and Westosha Central High School. Westosha Central High School will be the home school for the boys' team. The estimated annual cost of the program is \$15,000 (with that cost being split between Westosha Central High School and Kenosha Unified School District). Westosha Central High School will be the primary host for practices and competition; however, Kenosha Unified School District facilities may also be used pending availability of space.

Recommendation

Administration recommends the endorsement of boys' lacrosse as a cooperative agreement between Kenosha Unified School District and Westosha Central High School with Westosha Central being the host school.

Dr. Jeffrey Weiss
Superintendent of Schools

Mr. Bryan Mogensen
Coordinator of Athletics, Physical Education, Health, Recreation, and Senior Center

Mrs. Julie Housaman
Chief Academic Officer

**Kenosha Unified School District
Kenosha, Wisconsin**

May 23, 2023

**ADOPTION OF INSTRUCTIONAL MATERIALS FOR QUANTITATIVE
REASONING AND ALGEBRA 2/MODELING & STATISTICS**

Background

The Kenosha Unified School District curriculum development cycle supports effective teaching and learning in every classroom. The cycle requires teams of teachers and administrators to collaboratively examine student performance data, to design and implement instruction, and to monitor results. It includes the examination of current curricula and student achievement data to determine necessary improvements. The plan also determines when concepts and standards should be taught and when and how they will be assessed. The assessments of the curricula provide the necessary data to drive ongoing curriculum review, revision, and renewal. The process helps ensure that the curricular expectations of the district and its schools are rigorous, relevant, and public. In addition, it guarantees that the curriculum is aligned with appropriate state and national standards and is preparing and inspiring students to realize their potential.

In May 2022 the Board of Education approved the addition of four new high school mathematics courses: Algebra 2/Modeling & Statistics, Introduction to Data Science, Quantitative Reasoning, and Transition to College Mathematics. Based on feedback from principals, it was decided to delay the implementation of Transition to College Mathematics until fall 2024. The implementation of Introduction to Data Science will also be delayed until fall 2024 based on student course requests for the 2023-24 school year.

Rationale for Curriculum Adoption

This request to adopt mathematics instructional materials for Algebra 2/Modeling & Statistics and Quantitative Reasoning aligns with Phase 3 of the Curriculum Development Cycle in Kenosha Unified School District Board of Education Policy 6300: Curriculum Development and Improvement.

Instructional Materials Review Process

Following Board approval of the new courses, a request for proposals was issued in May 2022. No proposals for instructional materials related to the new courses were received. The coordinator of secondary mathematics and science conducted a survey of the field to identify potential resources. The table below lists the resources that were reviewed for each course.

ALGEBRA 2/MODELING & STATISTICS	QUANTITATIVE REASONING
<i>Advanced Algebra: Concepts & Connections</i> (Georgia)	<i>Foundations of Mathematical Reasoning</i> University of Texas—Austin Dana Center
<i>Mathematical Modeling & Reasoning</i> (Ohio)	<i>Quantitative Reasoning</i> University of Texas—Austin Dana Center
<i>Modern Algebra 2</i> (Washington)	<i>Math In Society</i> David Lippman

Each high school identified course leads for each new course who participated in the review of the materials for their respective courses (Appendix A).

ALGEBRA 2/MODELING & STATISTICS

All of the resources reviewed for this course are Open Education Resources (OER) curriculum developed by state departments of education to support ongoing mathematics curriculum improvement in their state. These resources are made freely available to educators to use and modify. The resources from Georgia and Washington are newly created resources that are currently undergoing beta testing in pilot districts and will be available for the first year of full implementation in fall 2023. The Ohio *Mathematical Modeling & Reasoning* curriculum has been implemented in districts throughout Ohio since 2019 and is currently used in 144 districts across that state. *Mathematical Modeling & Reasoning* was selected based on the following benefits:

1. History of successful implementation across a large number of districts
2. Ongoing professional learning support for teachers
3. Modeling approach to instruction infused throughout the curriculum
4. Support materials for teachers

While the materials are free, there is a cost associated with copying materials for students as well as the professional learning required to support effective implementation of this curriculum. The district will contract with the Ohio Educational Service Center Association to provide this professional learning for the initial year of implementation (Appendix B). This

professional learning will be available to all high school mathematics teachers, not just those assigned to teach the course during the 2023-24 school year. Teachers will be compensated for their participation.

QUANTITATIVE REASONING

All of the resources reviewed for this course are OER texts developed by higher education faculty for Quantitative Reasoning courses offered at colleges across the country. These resources are made freely available to educators to use and modify. Following the review of the available resources, teachers determined that the resource with the best alignment to the University of Wisconsin System Quantitative Reasoning Learning Outcomes and greatest assets is *Foundations of Mathematical Reasoning* from the University of Texas at Austin Charles A. Dana Center. The Dana Center is recognized as a leader in higher education mathematics instructional improvement. Benefits of this text include:

1. Student-centered course design principles that ensure the materials support the needs of diverse learners
2. Contextual, inquiry-based approach to course content objectives that give students the opportunity to act as mathematicians while engaged in work worth doing
3. Emphasis on communication both as a learning tool and a skill
4. Intentional use of technology to support learning
5. Supporting teacher and student materials

This resource will also receive approval from the University of Wisconsin—Parkside’s Parkside Access to College Credit (PACC) faculty liaison as part of the PACC course development process.

Recommendation

Administration recommends that the Board of Education grant approval to adopt the resources listed below for Algebra 2: Modeling and Statistics and Quantitative Reasoning as well as the purchase of professional learning from Summit Educational Service Center for \$12,000.

TEXT	PUBLISHER	COURSE
<i>Mathematical Modeling & Reasoning</i>	Ohio Department of Education	Algebra 2/Modeling & Statistics

TEXT	PUBLISHER	COURSE
<i>Foundations of Mathematical Reasoning</i>	The University of Texas at Austin Charles A. Dana Center	Quantitative Reasoning

Dr. Jeffrey Weiss
Superintendent of Schools

Mrs. Julie Housaman
Assistant Superintendent of Teaching and Learning

Mrs. Jennifer Lawler
Coordinator of Secondary Mathematics and Science

APPENDIX A

**MEMBERS OF THE HIGH SCHOOL MATHEMATICS ADOPTION COMMITTEE
2022-23**

NAME	POSITION	LOCATION
Bhuvana Baskaran	Teacher	Indian Trail
Faith Becker	Teacher	Indian Trail
Laura Bornhuetter	Teacher	Reuther
Ashley Bucolt	Teacher	Bradford
Katie Castineyra	Teacher	Tremper
Jacob Lawler	Teacher	Indian Trail
Nathan Sabin	Teacher	Bradford
Amanda Schwantes	Teacher	Bradford

PURCHASE/CONTRACT RATIONALE

Per School Board Policy 3420, please complete the following to be attached to your purchase order/contract. Additional information may be required and presented before the District's School Board for approval. Your submission must allow for adequate time for the Board to approve.

Vendor: Summit Educational Service Center

Purchased Good/Program: Mathematical Modeling & Reasoning Professional Learning

Start Date/Date Needed: June 19-22, 2023

1. PURPOSE – What is the purpose of the proposed purchase?

Professional learning for high school mathematics teachers to support effective implementation of Mathematical Modeling & Reasoning curriculum

2. FUNDING – What is the total cost of purchase and the funding source?

\$12,000 (Includes all presenter fees and expenses)

Teaching and Learning Budgets

3. REQUEST FOR PROPOSAL (RFP) – indicate if an RFP has been completed

YES ☒ NO ☐ If no, please request an RFP packet

4. EDUCATIONAL OUTCOME – What is the educational outcome of this purchase?

Effective implementation of Mathematical Modeling & Reasoning curriculum

5. START DATE – When is the anticipated start date?

June 19, 2023

Your response does not establish approval of either a contract or a purchase order.

Appropriate Leadership Signature Juli Hausman Date 4-21-23

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

May 23, 2023

STUDENT AND FAMILY ASSISTANCE PROGRAM

Background

In January 2022 Kenosha Unified School District embarked on a partnership with Advocate Aurora Health to provide students and families with professional counseling services based on self-identified need or referral from school counselors. This program, referred to as the Student and Family Assistance Program (SFAP) consists of a team of professional counselors who will provide confidential counseling, intervention, and referral services to students and families in need and promote healthy student behaviors and choices.

Students and families can reach out or be referred by school personnel to connect with a professional counselor for virtual consultations up to four sessions per concern. If needed, referral to additional community professional assistance will be made. Families receive four sessions per issue or concern at no cost. Additional services include legal consultation, mediation, financial counseling, and child care resources.

Usage

From January 2022 to February 2023, Advocate Aurora Health SFAP staff have met with 154 Kenosha Unified School District students and families. During this time period, 1,319 SFAP counselor contacts were made with students, including 635 in-person or phone contacts and 684 virtual session visits (Appendix A).

The top five areas of clinical issues assessed during the SFAP sessions were in the areas of anxiety, stress, depression, grief/trauma, and couples/relationships. Analysis of case outcomes demonstrated that the average number of sessions was 3.82 of the 4 available free sessions. According to analytical data of case outcomes, 40 percent of the clients did not require further counseling or treatment; and 78 percent of the problems were improved or resolved as a result of SFAP participation.

Advocate Aurora Health recently added a bilingual counselor to work with Spanish-speaking families in the district. They have reported an increase in in-person counseling sessions at the Aurora Medical Center building site starting in fall 2022. Students with issues that are unresolved following the four free sessions have been referred for further counseling within the community or in-patient counseling services.

Marketing

Kenosha Unified School District and Advocate Aurora Health worked collaboratively to market the program. Principals and student support staff (counselors, social workers, school psychologists, etc.) received training on the SFAP information prior to the program launch in January 2022. In addition, promotional materials (brochures, wallet cards, video links, etc.) were provided to all schools in English and Spanish.

Kenosha Unified School District Office of Communications promoted SFAP resources on the [Kenosha Unified School District website](#), social media, and family newsletters. During the Covid 19 timeframe, live interactive virtual presentations were offered to students and families by Kenosha Unified School District and Aurora Advocate staff (Appendix B). In October 2022 an in-person informational session on mental health and resources within the community was offered to parents and community members. Representatives from Advocate Aurora copresented with Kenosha Unified School District student support staff at this event and provided resource materials on the SFAP.

Type of Report

This is an informational report.

Dr. Jeffrey Weiss
Superintendent of Schools

Mrs. Julie Housaman
Chief Academic Officer

Ms. Jenny Schmidt
Director of Special Education and Student Support



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Kenosha Unified School District

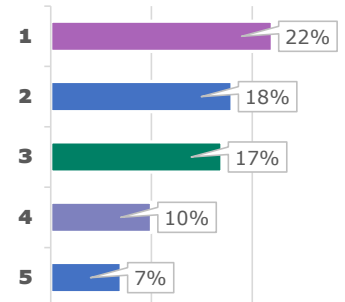
How We've Served Students & Families

Period Covered: 1/1/2022 - 2/28/2023

Households Covered: 13,125

Top 5-Assessed Clinical Issues	Number	Percent
Anxiety	43	22%
Stress	36	18%
Depression	34	17%
Grief/Trauma	20	10%
Couples/Relationships	14	7%

* Will not equal 100%

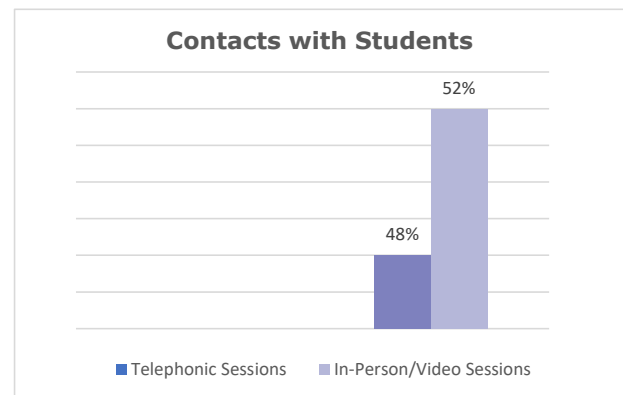


Case Types	Period
BH Counseling	198
Work-Life: Family Services	3
Work-Life: Legal and Financial	3
Total	204

Unique Clients Served	195
------------------------------	-----

Contacts with Students	Period
Telephonic Sessions	635
In-Person/Video Sessions	684
Total	1,319

Analysis of Closed Cases	Period
Total Cases Closed	174
Average # of Sessions Used	3.82
1 Session	5
2 Sessions	3
3 Sessions	11
4 Sessions	155



Case Outcomes	Period	
	#	%
No Further Treatment	104	40%
Referral: Community Services	13	5%
Referral: Worklife	6	2%
Referral: Outpatient	28	11%
Referral: Acute Care	6	2%
Ongoing Case	104	40%
Total	261	100%

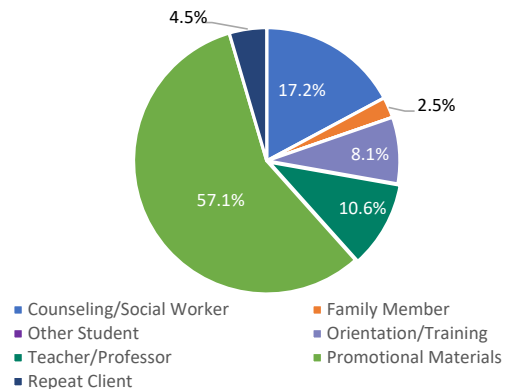
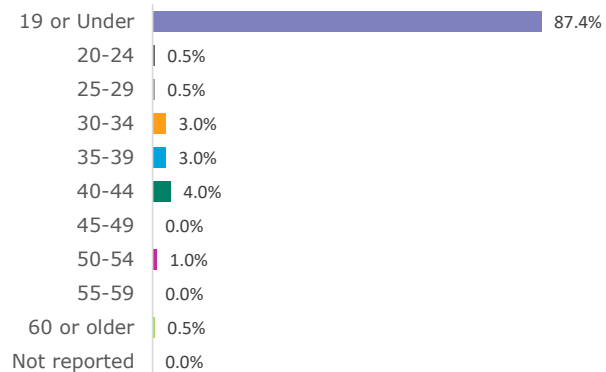
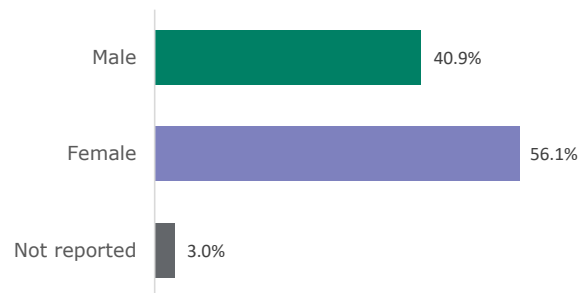
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Kenosha Unified School District

Who We've Served

Period Covered: 1/1/2022 - 2/28/2023

Period		
Case Opened On	#	%
Student	154	77.8%
Spouse/Partner	0	0.0%
Child	18	9.1%
Other	6	3.0%
Not reported	20	10.1%
Total	198	
Gender	#	%
Male	81	40.9%
Female	111	56.1%
Other	0	0.0%
Not reported	6	3.0%
Total	198	
Age	#	%
19 or Under	173	87.4%
20-24	1	0.5%
25-29	1	0.5%
30-34	6	3.0%
35-39	6	3.0%
40-44	8	4.0%
45-49	0	0.0%
50-54	2	1.0%
55-59	0	0.0%
60 or older	1	0.5%
Not reported	0	0.0%
Total	198	
How Aware of SFAP	#	%
Counseling/Social Worker	34	17.2%
Family Member	5	2.5%
Other Student	0	0.0%
Orientation/Training	16	8.1%
Teacher/Professor	21	10.6%
Promotional Materials	113	57.1%
Repeat Client	9	4.5%
Total	198	



We help people live and learn well

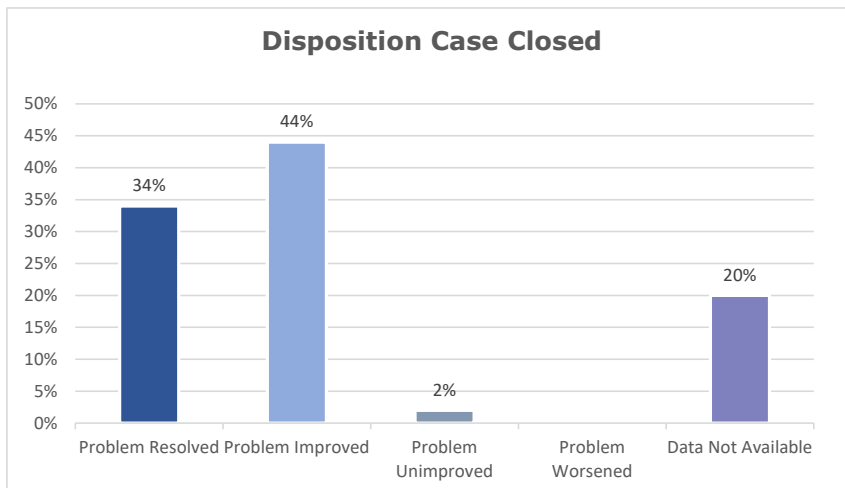
Kenosha Unified School District

How We've Served Your District

Period Covered: 1/1/2022 - 2/28/2023

Administrative Activity	# of Consults	# of Individuals	# of Contact Events
Information Only	2	2	2
Organizational Consultation	4	4	5
Student Consultation	1	2	2
Other	0	0	0
Crisis Response Consultation	2	2	2
Training	2	170	2
Promotional Event	1	25	1
Total	11	205	14

Disposition Case Closed	Cases	Percent
Problem Resolved	59	34%
Problem Improved	76	44%
Problem Unimproved	4	2%
Problem Worsened	0	0
Data Not Available	35	20%
Total	174	100%



Student and Family Assistance Program

KUSD School Board



800-236-3231
www.aah.org/eap



What is the SFAP?

Free, confidential program for families in the School District

- ❖ Professional SFAP Counselors help students and families deal with a wide range of issues
- ❖ The SFAP offers up to 4 free sessions per issue
- ❖ Many families can resolve their issues within these sessions



Why do Families Call the SFAP?

Some common reasons

- ❖ Anxiety & Depression
- ❖ Academic Pressures
- ❖ Alcohol/Drug Issues
- ❖ Child/Family Issues
- ❖ Stress Management
- ❖ Divorce/Blended Families
- ❖ Marital/Relationship Issues
- ❖ Parenting Challenges
- ❖ Other Concerns



Connecting with your SFAP Counselor



It's EASY...parent or legal guardian calls 800-236-3231, M-F 8am-5pm, and schedules an appointment

Phone or virtual...it's your choice (in-person as availability allows)

Typical SFAP Process

- ❖ Parent or guardian starts with a brief phone session with SFAP Counselor
- ❖ Determine need, discuss how SFAP
- ❖ might be able to help
- ❖ Plan next steps: virtual session
- ❖ Or additional phone sessions



Your SFAP Counselor

SFAP counselors average more than 20 years of experience helping families throughout Wisconsin. Our team of professionals can assist families and their children with a variety of issues.

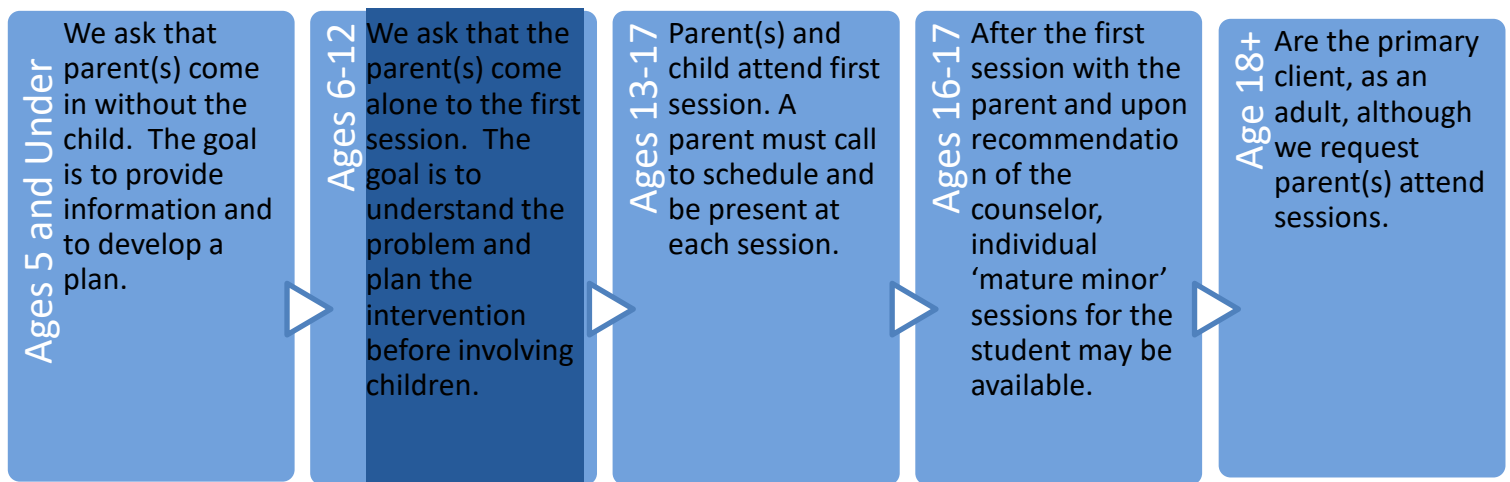


How SFAP Helps Your Family

- ❖ **Creating** a free, safe and confidential place to start acknowledging a problem.
- ❖ **Facilitating** communication between family members so that problems can be talked about openly, and maybe in a different way.
- ❖ **Offering** information and skills so the family has fresh approach.
- ❖ **Exploring** some practical ideas and beginning to change 1 or 2 important contributors to the problem.
- ❖ **Providing** structure and support until the child or family is ready or willing to seek longer-term counseling, if needed.
- ❖ **Encouraging** ways for students and families to connect with school staff and to build a support system.
- ❖ **Identifying** when parents or children need individual counseling.

How does SFAP deliver services?

- ❖ Family Sessions – The goal is to help parents to help their children.



SFAP is not just for student issues...

Individual adults and couples may also receive up to 4 free SFAP sessions for issues such as:

- ❖ Relationships
- ❖ Blended Family
- ❖ Substance Abuse
- ❖ Depression and Anxiety
- ❖ Grief
- ❖ Work issues
- ❖ Stress
- ❖ Personal Crisis
- ❖ Balancing home and work
- ❖ Financial, credit and debt problems
- ❖ Childcare concerns

Behavior Change Coaching

For Middle and High School Students and Families

- ❖ Skill building sessions
- ❖ Designed to enhance personal skills
- ❖ Individualized for the student and family
- ❖ Created to increase success at school and at home



Topics for Behavior Change Coaching

Anger Management

- ❖ Learn “anger basics”
- ❖ Explore what’s behind the angry response
- ❖ Identify personal triggers and how to manage them
- ❖ Practice strategies to control angry behaviors

Coping with Stress, Anxiety & Change

- ❖ Learn the effects of stress on mind and body
- ❖ Practice strategies to create balance
- ❖ Strategize ways to stop the cycle of worry
- ❖ Develop a plan with the family to support changes

Rethinking Drinking

- ❖ Assess alcohol and drug behaviors
- ❖ Explore emotional issues and genetic factors
- ❖ Identify personal triggers, practice how to manage them
- ❖ Encourage support and structure from family

Marijuana Use

- ❖ Assess alcohol and drug behaviors
- ❖ Learn the risks and consequences of use
- ❖ Explore emotional issues and triggers
- ❖ Identify and practice alternatives to using
- ❖ Encourage support and structure from family

The SFAP

- ❖ Free & confidential
- ❖ Open to all families in your district
- ❖ Assists you in resolving problems quickly and confidentially
- ❖ Flexible appointment times
- ❖ Urgent issues 24/7 Counselor available
- ❖ Parent or legal guardian call **1-800-236-3231** to schedule



We help people live and learn well

Kenosha Unified School District

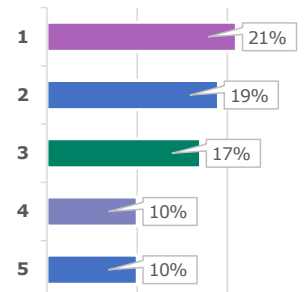
How We've Served Students & Families

Period Covered: 01.01.22 - 04.30.23
Households Covered: 13,125

Top 5- Assessed Clinical Issues

	Number	Percent
Anxiety	45	21%
Stress	41	19%
Depression	37	17%
Grief/Trauma	22	10%
Couples/Relationships	15	10%

* Will not equal 100%



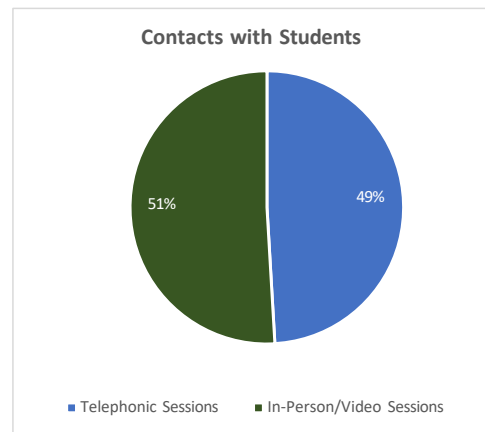
Case Types

Case Types	Period
BH Counseling	210
Work-Life: Family Services	3
Work-Life: Legal and Financial	5
Total	218

Unique Clients Served: 209

Contacts with Students

	Period
Telephonic Sessions	691
In-Person/Video Sessions	717
Total	1408



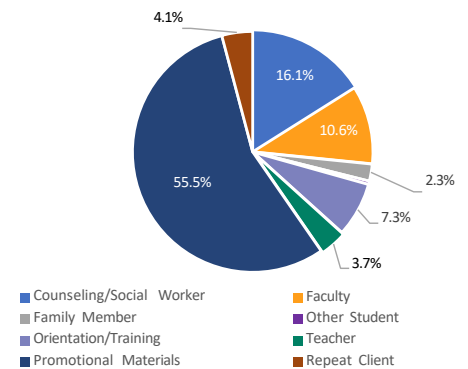
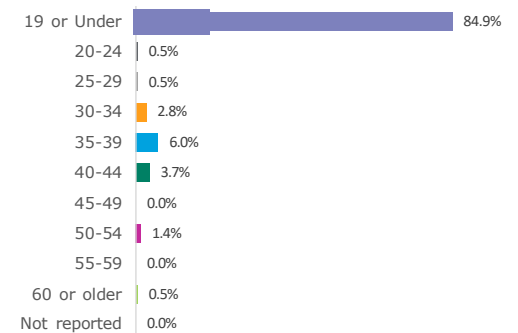
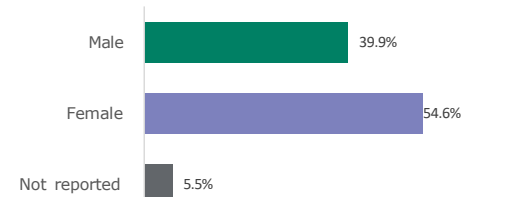
Analysis of Closed Cases

	YTD
Total Cases Closed	189
Average # of Sessions Used	3.82
1 Session	5
2 Sessions	3
3 Sessions	11
4 Sessions or more	170

	YTD	
Case Outcome	#	%
No Further Treatment	104	48%
Referral: Community Services	20	9%
Referral: Worklife	8	4%
Referral: Outpatient	38	17%
Referral: Acute Care	13	6%
Ongoing Case	35	16%

Period Covered: 01.01.22 - 04.30.23

YTD		
Case Opened On	#	%
Student	168	77.1%
Spouse/Partner	0	0.0%
Child	21	9.6%
Other	7	3.2%
Not reported	22	10.1%
Total	218	
Gender	#	%
Male	87	39.9%
Female	119	54.6%
Other	0	0.0%
Not reported	12	5.5%
Total	218	
Age	#	%
19 or Under	185	84.9%
20-24	1	0.5%
25-29	1	0.5%
30-34	6	2.8%
35-39	13	6.0%
40-44	8	3.7%
45-49	0	0.0%
50-54	3	1.4%
55-59	0	0.0%
60 or older	1	0.5%
Not reported	0	0.0%
Total	218	
How Aware of SFAP	#	%
Counseling/Social Worker	35	16.1%
Faculty	23	10.6%
Family Member	5	2.3%
Other Student	1	0.5%
Orientation/Training	16	7.3%
Teacher	8	3.7%
Promotional Materials	121	55.5%
Repeat Client	9	4.1%
Total	218	



We help people live and learn well

Kenosha Unified School District

How We've Served Your District

Period Covered: 01.01.22 - 04.30.23

Administrative Activity	# of Consults	# of Individuals	# of Contact Events
Information Only	2	2	2
Organizational Consultation	5	8	5
Student Consultation	2	3	4
Other	0	0	0
Crisis Response Consultation	2	2	2
Training	2	170	2
Promotional Event	1	25	1
Total	13	210	16

Disposition Case Closed	Cases	Percent
Problem Resolved	68	36%
Problem Improved	78	41%
Problem Unimproved	7	4%
Problem Worsened	0	0
Data Not Available	36	19%
Total	189	100%

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

May 23, 2023

Open Enrollment Applicants for School Year 2023-2024

Background

The Wisconsin Department of Public Instruction (DPI) requires school districts to allocate open enrollment allocations prior to the start of the open enrollment application period. The Wisconsin open enrollment application period began on February 6, 2023, and closed on April 28, 2023. Once the regular Open Enrollment process is over, students from a non-resident district may continue to apply for immediate admittance to a non-resident district if he/she meets one of the criteria as noted by the Alternative Open Enrollment Application process only if the board did not limit spaces for that applicable grade level.

Process

At the January 24, 2023, Board of Education Regular Meeting the Kenosha Unified School Board formally affirmed the availability of spaces for both general and special education students seeking entrance into the Kenosha Unified School District under the Open Enrollment Statute for School Year 2023-24. **The School Board affirmed the availability of a total 185 spaces, 19 of which were designated for selected special education programs/services.**

After receiving applications from the state's Open Enrollment Applications Log (OPAL) the Offices of Educational Accountability, School Leadership, Special Education/Student Support and Early Childhood conferred to match available District spaces to the application pool of requests made by candidates seeking entrance into KUSD. Additionally, guidelines concerning student enrollment preferences and sibling preferences were also revisited.

With the close of this year's open enrollment application window by DPI on April 28, 2023, all students in the OPAL system were listed on a master roster in alphabetical order. Each student was then assigned an applicant sequence number with the first person listed on the roster being tagged as number one and the remaining students who were on the OPAL listing were also assigned a sequence number.

As allowed by Wisconsin statute and Board policy, preference was given to students currently attending Kenosha Unified and their siblings. Each student was provided a lottery ranking even though a student's denial may have been recommended in the application review process. This is done because some special education or expulsion records may not have been received from the resident district at the time of the selection process. A lottery ranking selection process was conducted separately for each grade. If there are more applicants than spaces available at a given grade then lottery rank is used to select which student gets their preference. School placements are also made on a random basis when no school preference or restriction is indicated on the OPAL application.

On May 9, 2023, an enrollment lottery was conducted in the Office of Educational Accountability to assign petitioning students to available District spaces. A representative from the Kenosha Unified Information Services Department served as the “unbiased” witness to the student assignment process and drew lots during the lottery process.

Example: If the highest-ranked lottery student at a particular grade level indicates a preference for a particular school and that school has space available, then the student will be granted their preference. If there is no space available at the preferred school, then the school assignment is randomly drawn from the existing list of school vacancies (provided by School Leadership/Special Education/Early Childhood) available at the applicant’s specified grade level.

As indicated earlier, the Office of Educational Accountability (OEA) always provides an independent witness to the lottery process by requesting a Kenosha Unified staff member outside of the managing or affected department(s) draw the lottery ranks and school assignments for each open enrollment applicant.

Important Timelines

Nonresident school districts must mail notices of approval or denial by June 9, 2023. If the application is approved, the school district must notify the parents of the specific school to which the student applicant will be assigned. Resident districts must notify applicants if their application is being denied by June 16, 2023. If an application is denied, parent(s)/guardian(s) have 30 days to file an appeal. Parents of accepted applicants must notify the nonresident district if their student will be attending the non-resident district in the 2023-24 school year by June 30, 2023.

Summary Statistics

190 resident students from the Kenosha Unified School District have applied for admission to schools outside of KUSD under the guidelines of Open Enrollment. Below is a listing of the applicants by grade level.

KUSD Resident Students Applying to Schools Outside the District:

Grade Level	Number of Students
Pre-Kindergarten	19
Kindergarten	21
1	7
2	7
3	8
4	8
5	9
6	7
7	6
8	10
9	71
10	11
11	5
12	1
Total	190

85 non-resident students have applied for admission to the Kenosha Unified School District under the guidelines of Open Enrollment. Below is a listing of the applicants by grade level.

Non-resident Students Applying into Kenosha Unified

Grade Level	Number of Students
Pre- Kindergarten	16
Kindergarten	12
1	1
2	3
3	3
4	6
5	1
6	14
7	1
8	2
9	15
10	6
11	3
12	2
Total	85

The following table provides a listing of the applicants recommended for approval and denial by grade level for School Year 2023-24.

Administrative Recommendation on Non-resident Applicants

Grade Level	Approval Recommended (Regular / SPED)		Denial Recommended (Regular / SPED)		Total Number of Students (Regular / SPED)	
Pre - Kindergarten	14	1	0	1	14	2
Kindergarten	10	0	1	1	10	2
1	1	0	0	0	1	0
2	2	1	0	0	2	1
3	3	0	0	0	3	0
4	5	1	0	0	5	1
5	1	0	0	0	1	0
6	11	3	0	0	11	3
7	1	0	0	0	1	0
8	1	1	0	0	1	1
9	15	0	0	0	15	0
10	4	2	0	0	4	2
11	2	0	1	0	2	1
12	2	0	0	0	2	0
Category Totals	72	9	2	2	72	13
DISTRICT TOTALS	81		4		85	

Administration Recommendation:

Administration recommends **approval** of applicants identified as numbers:

1,2,3,4,5,6,7,8,9,10,12,13,14,15,16,17,18,19,20,21,22,23,24,25,26,27,28,30,31,32,33,34,35,36,37,38,39,40,41,43,44,45,46,47,48,49,50,51,52,53,54,55,56,57,58,59,60,61,62,63,64,66,67,68,69,70,71,72,73,75,76,77,78,79,80,81,82,83,84,85, due to available space at the grade level, school requested and special education or related services required by the IEP.

Administration recommends **denial** of applicants identified as numbers: 11,29,42,74 due to one of the following reasons: overcapacity at the grade level, special education related services required by the IEP, limitation of school requested, age ineligibility, habitual truancy, or expulsion in the current or preceding two years.

Dr. Jeffrey Weiss
Superintendent of Schools

Kristopher Keckler
Chief Information Officer

Jenny Schmidt
Director of Special Education and
Student Support

William Haithcock
Chief of School Leadership

Luanne Rohde
Director of Early Education Programs

KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

May 23, 2023

CLASSIFICATION, COMPENSATION AND PERSONNEL POLICY FOR GENERAL
ADMINISTRATIVE, INSTRUCTIONAL ADMINISTRATIVE, SUPERVISORY AND
TECHNICAL PERSONNEL

Background:

The Classification, Compensation, and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical Personnel is a two-year policy that outlines benefits other than health, vision and dental for all of the aforementioned groups.

There are six (6) suggested updates for the 2023-2025 Policy.

1. Under Section V. Salary Policy:

Proposed Change: Delete wording, “Effective July 1, 2009” in item A-1

Proposed Change: Delete wording, “Effective July 1, 2021” in item A-2

Proposed Change: Correct typo in item C-1-a

2. Under Section VI. Fringe Benefits:

Proposed Change: Add the word “official” in first sentence in item C-2 to align with Employee Handbook

3. Under Section VII. Additional Compensation – Education and Professional Development Lanes:

Proposed Change: Delete wording, “Effective July 1, 2006” in first sentence

4. Under Section VIII. Other Conditions of Employment:

New Item: #5 was added to reflect the following wording: Six months prior to the expiration of this policy, no later than February 26, representatives of the Board of Education and representatives of Educational Leaders of Kenosha will meet to discuss any changes, modifications or updates, to the Classification, Compensation and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical Personnel.

5. Under Section XIII. Evaluation:

Currently States: All individuals covered herein shall be annually evaluated in accordance with the policies and procedures adopted by the Board of Education and receive a written summative copy of said evaluation.

Proposed Change: Removal of the word “annually” from the first sentence. This allows for alignment with current Policy 4380 – Employee Evaluations.

Board Consideration:

The 2023-2025 Classification, Compensation, and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical Personnel is being recommended for approval by the Board on May 23, 2023.

Dr. Jeffrey Weiss
Superintendent of Schools

Kevin Neir
Chief Human Resources Officer



KENOSHA, WISCONSIN

**CLASSIFICATION, COMPENSATION AND PERSONNEL
POLICY FOR
GENERAL ADMINISTRATIVE, INSTRUCTIONAL
ADMINISTRATIVE, SUPERVISORY AND TECHNICAL PERSONNEL
20234-20253**

I. APPLICATION AND EFFECTIVE DATE OF OPERATION

The policy herein set forth and detailed shall be effective upon the date of adoption and shall govern the classification, compensation and working conditions of all administrative, supervisory, and technical (“AST”) personnel, except the Superintendent of Schools, in addition to language outlined in the Employee Handbook and Board Policies and Rules. Detailed benefit information can be found on the staff intranet.

II. ADOPTION OF THIS POLICY

In the adoption of this policy, the Board of Education expresses the plan that it shall follow in compensating and classifying its AST personnel. It is understood that the Board of Education reserves the right from time to time to make adjustments in this policy to meet the fiscal, administrative and programmatic requirements and needs of the District in an efficient and effective manner. The policy contained herein shall, at a minimum of two years, be reviewed by the Superintendent of Schools, with any recommended changes and/or modifications being reported to the Board of Education.

III. BASIS FOR DETERMINATION OF SALARY POLICY AND OTHER WORKING CONDITIONS

Recognition is made of the fact that only professionally qualified individuals who meet the qualifications identified in the position’s job description will be appointed to positions herein specified based on the approved job description for the position. Prior to posting and filling any of these positions, AST job descriptions shall be reviewed and updated by the Office of Human Resources and approved by the Superintendent of Schools prior to posting on WECAN and/or other job boards deemed appropriate by HR. All other job descriptions shall be reviewed and updated as needed.

IV. EMPLOYEE CLASSIFICATION DEFINITIONS

A. Administrative employee – For the purpose of this policy, “administrative employee”

will be defined, as per the EEOC definition of an Executive/Senior Level Official Manager or First/Mid Level Official/Manager as an employee who:

1. Plans, directs, and formulates policies; sets strategy; and who plans, directs, and coordinates activities with the support of subordinate executives and staff managers; or
2. Oversees and directs the delivery of services or functions and who implements policies, programs and directives of an Executive/Senior Level Official/Manager.
3. The administrative employees' job titles on the AST salary schedule will include an "****" indicator.

B. Supervisory employee – For the purpose of this policy, “supervisory employee” will be defined, as per the EEOC definition of Professional, as an employee:

1. Whose job requires bachelor and/or graduate degrees, and/or professional certification and comparable professional experience to perform the required job tasks; and
2. Whose job tasks include the ability to exercise significant direction over another person's daily tasks including tangible employment actions such as hiring, firing, and disciplining subordinate employees.
3. The supervisory employees' job titles on the AST salary schedule will include an "****" indicator.

C. Technical employee– For the purpose of this policy, “technical employee” will be defined, as per the EEOC definition of a Technician or Administrative Support Worker, as an employee:

1. Whose job is comprised of activities that require applied scientific and/or technical skills, usually obtained by post-secondary education of varying lengths, depending on the particular occupation, recognizing that in some instances additional training, certification, or comparable experience is required; or
2. Whose job involves non-managerial tasks providing administrative and support assistance, primarily in office settings.
3. The technical employees' job titles on the AST salary schedule will include an "*" indicator.

V. SALARY POLICY

A. Annual Salary Adjustment

1. ~~Effective July 1, 2009,~~ Salary percentage increases for AST personnel (other than the Superintendent) shall be considered and determined annually by the Board of Education based upon recommendation from the Superintendent of Schools and in compliance with guidelines imposed by the State legislature.
2. ~~Effective July 1, 2021,~~ Eligible ASTs shall be advanced for step movements on the salary schedule in effect upon Board approval provided that the District has the ability to pay for step advancements.

B. Salary Schedule Structure

1. Salaries are established for each level of employment with annual longevity, salary schedule and education/professional lane increases determined by the Board of Education following review of recommendations from the Superintendent of Schools.
 - a. Individuals who are on a performance improvement plan or do not provide satisfactory service are not eligible for any salary increases, stipends or merit awards.
 - b. The Superintendent, with the approval of the Board of Education, may implement a merit pay plan.

C. Changes in Salary and Classification

1. Salary

- a. The Superintendent will annually meet with the Board of Education for discussion of AST salary and benefit proposals in accordance with the timelines described in Article V, ~~IV~~, A, 1. Prior to such meeting, the Superintendent will meet with the Education Leaders of Kenosha (hereinafter referred to as "ELK") or its designee.
- b. Salary levels are to be reviewed and compared with normative information, and recommended changes may be incorporated as a budget assumption to be presented to the Board of Education for consideration.

2. Classification

- a. The Superintendent may institute reclassification of positions as needed to reflect changes in responsibility with the approval of the Board of Education.

D. Salary Status as a Result of Transfer Appointment or Position Reclassification

Persons in the District transferred from one AST position to another position, will be placed at a salary level based upon qualifications and experience at the discretion of

the Superintendent of Schools with the approval of the Board of Education. Such transfer could result in an increase or decrease in salary. Any such increase in salary shall commence on the first pay period following the position change; any such decrease in salary shall commence on the first pay period of the school semester following the position change.

E. Conformity with Applicable Laws

All salary compensation changes, whether pertaining to base salary, equity adjustment, merit or any other salary compensation item, and all fringe benefit changes, shall comply with any applicable laws regarding same.

VI. FRINGE BENEFITS

A. Vacation

Vacation shall be accrued on a fiscal year (July 1 - June 30) and taken on a calendar year (January 1 - December 31). Vacation is accrued at a 1/12 per month basis.

All supervisory and technical employees under this policy will receive vacation as follows:

- a. One week = five days
- b. During first year of employment – two weeks (prorated)
- c. After first year – three weeks
- d. After second year – four weeks
- e. New employees will not be allowed to take vacation during the first six months of employment.

All administrative employees under this policy will receive vacation as follows:

- a. One week = five days
- b. During first year of employment – three weeks (prorated)
- c. After first year – four weeks
- d. After second year – five weeks
- e. New employees will not be allowed to take vacation during the first six months of employment.
- f. Holidays

B. The following days will be paid holidays for AST personnel:

New Year's Eve	Labor Day
New Year's Day	Thanksgiving Day
Martin Luther King Day	Friday after Thanksgiving
Good Friday	Christmas Eve
Spring Break Week	Christmas Day
Memorial Day	Winter Break
Independence Day	

If any of the named holidays fall on a Saturday or Sunday, either the preceding or the following normal workday as approved by the Board of Education shall be

observed as the holiday.

C. Tuition Reimbursement

AST personnel shall be eligible to request tuition reimbursement for college, university or technical school coursework under the following conditions provided the Employee has completed one full year of continuous full-time employment within the AST classification:

1. Courses must be job related and individuals must request written approval in advance of taking the course(s) from the Superintendent or designee prior to enrollment. The approval for reimbursement shall be contingent upon the availability of funds.
2. An **official** transcript or certification attesting to completion of such coursework must be filed with the Office of Human Resources along with evidence of tuition payment by the individual within 60 days after the completion of the coursework.
3. Reimbursement will be made for actual tuition costs only not to exceed the UW-System (Milwaukee) cost per credit up to a maximum sum of 24 credits in the last five years. Employees earning an “A”, “B” or “Pass” in any authorized course will be reimbursed at 100% of the documented cost. There will be no reimbursement for less than “B” level work. Employees who leave employment with the District for reasons other than retirement within one year of completion of the authorized course(s) shall be obligated to repay the District two-thirds of the tuition cost paid by the District within 30 days of resignation or termination; and employees who leave employment for reasons other than retirement within two years shall repay one-third of the tuition cost within 30 days of resignation or termination.

D. Sick Leave

1. General Provisions

- a. Sick leave with full pay shall be earned and credited at the rate of one day per month for each month the employee is employed by the District. Unused sick leave shall be accumulated to a maximum of 120 days. AST employees, who had accumulated sick leave while employed by the District as a non-AST employee, may carry over their accumulated non-AST sick days.

Non-AST sick days shall be used before any sick days accrued as an AST, but in no case shall the total of AST and non-AST sick days exceed 120 days.

- b. After a minimum of 10 full years of continuous employment as AST

personnel, employees covered under this policy whose employment ends for reasons other than termination (i.e. resignation or retirement) shall be entitled to receive a payment equal to 50% of the value of any accumulated unused sick leave earned as an AST employee at the time of such separation (i.e. resignation or retirement) at the rate of pay at the time of separation (i.e. resignation or retirement) . The District shall make such payment within 90 days after separation (i.e. resignation or retirement) of employment. The District shall make such payment in the form of a post-employment contribution to a tax-sheltered annuity.

2. Personal Injury Benefits

- a. Whenever the employee is absent as a result of personal injury caused by an assault by a student, occurring in the course of the employee's employment, the employee shall be paid his/her full salary for the period of such absence, and no part of such absence will be charged to his/her annual sick leave. Under these conditions, any benefits accruing to the employee would be remitted to the District.
- b. Whenever the employee is absent as a result of personal injury occurring on district property and not due to the employee's negligence, the employee shall be paid his/her full salary less weekly indemnity under the Workers' Compensation Act for the period of his/her disability up to thirty 30 contract days and no part of such absence shall be charged to his/her accumulated sick leave.

3. Initial Sick Leave Credit

The District acknowledges that no formal sick leave policy existed prior to the adoption of this policy effective July 1, 1997. Therefore, in recognition of the tenure of the District's employees prior to July 1, 1997, the full time employees of the District as of July 1, 1997, covered by this policy, are granted accrued sick leave benefits as of July 1, 1997, (whether or not such full time employment was as an AST employee) as follows: One day per month for each month of consecutive full time employment with the district as of July 1, 1997, to a maximum of 120 days.

E. Other Leave

1. Employees covered by this policy who have completed a minimum of three years of continuous full-time service within the AST classification shall be eligible to request a personal leave for up to one year. Said leave, if approved by the Superintendent or his/her designee, shall be without compensation. Upon return from such leave, the AST personnel shall be immediately reinstated in his or her former position, if then available, and if not to a substantially equivalent position which he or she is competent

to perform. Employees who take a leave of absence for any period longer than six months shall not accrue District seniority during that time.

2. The District will grant the necessary time off with pay for employees who are subpoenaed to appear in court proceedings: (1) in connection with the employee's employment; or (2) in any other legal proceeding, if the employee is not a party to the action. Such approved absence will be with pay provided the employee remits to the District any fees received and files the subpoena with the Office of Human Resources. Time off with pay for purpose of attending court proceedings shall include the adoption and/or accepting appointment as guardian of a child by the employee.

VII. ADDITIONAL COMPENSATION – EDUCATION AND PROFESSIONAL DEVELOPMENT LANES

~~Effective July 1, 2006,~~ The Board of Education shall provide compensation in the amount of \$1,500 annually for up to one achievement in each of the following categories for no more than a total of \$4,500 annually:

- A. Master's degree plus 30 college credits or equivalent continuing education units (CEU's) (Implied in Ph.D. or Ed. D.). *Once this achievement is approved and received, no further documentation is needed to continue receiving this stipend on an annual basis.*
- B. Professional licensure/certifications including, but not limited to, Certified Public Accountant (CPA), American Institute of Architects (AIA), Professional Engineer (PE), Registered Dietician (RD), Certified Network Engineer (CNE), Microsoft Certified Software Engineer (MCSE), etc. Those who attained this achievement on or prior to June 30, 2019, shall be grandfathered in receiving their annual stipend without needing to meet the criteria below. Those attaining the achievement July 1, 2019, and beyond must meet all criteria as outlined.

Professional licensure/certifications considered for additional compensation must:

1. Be earned through the State of Wisconsin or a professional association
2. Be pertinent to the employee's current position
3. Receive supervisor approval (specifically as it relates to the employee's position)
4. Require continuing education to maintain the licensure/certification (e.g. credits or coursework required to remain certified/licensed)
5. Be turned in to the Office of Human Resources on an annual basis on or before April 30 with all supporting documentation showing supervisor approval, what continuing education is required to maintain licensure/certification, the credits/coursework completed to maintain licensure/certification, and the updated license/certificate for the current year

- C. Master Administrator designation through the Wisconsin Department of Public Instruction. *Once this achievement is approved and received, no further*

documentation is needed to continue receiving this stipend on an annual basis.

Any and all required documentation for each area outlined above must be turned in on or before April 30. The Office of Human Resources shall review submissions in May and notification of approval and payment will be provided by June 30 of the fiscal year. This section excludes additional teaching or administrative licenses; certifications or licenses required to hold a position; and/or certifications and licenses required to accomplish responsibilities or essential job duties as outlined in the job description.

VIII. OTHER CONDITIONS OF EMPLOYMENT

A. Duration of Individual Employment Contract

1. Individual employment contracts issued to employees covered by this policy will be issued in accordance with any applicable State Statutes and Board of Education policy.
 2. Employment contracts for individuals covered by, Wis. Stat. § 118.24 may be for a term up to, but not to exceed, two years.
 3. Individuals covered by Wis. Stat. § 118.24., who are placed on a professional improvement plan, shall be entitled to a contract with a term not to exceed one year. Individuals covered by Wis. Stat. § 118.24 who are in the last year of a two year contract, and who are placed on a professional improvement plan, shall be given preliminary notice and notice of nonrenewal of their two year contract pursuant to Wis. Stat. § 118.24, so as to renew their contract for a term not to exceed one year.
 4. Employment contracts for individuals not covered by Wis. Stat. § 118.24 may be for a term not to exceed one year. Individuals not covered by Wis. Stat. § 118.24, who are placed on a professional improvement plan, shall be given notice of same at the time their contract is considered for renewal and shall be provided the opportunity to meet with the Board of Education in closed session to discuss the matter.
- 4.5. Six months prior to the expiration of this Policy, no later than February 26, representatives of the Board of Education and representatives of Educational Leaders of Kenosha will meet to discuss any changes, modifications or updates, to the Classification, Compensation and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical Personnel.**

B. Placement on the Salary Schedule

1. Any newly hired employee or current employee changing positions within the AST group prior to January 1 of any given year shall be eligible for salary advancement for the ensuing school year.

2. Prior experience credit as determined by the Superintendent may be granted personnel being employed in accordance with provisions contained herein.

3. Salary placement shall be made effective as of July 1 of each year.

C. Overtime for Non-Exempt Positions

Positions classified at Levels 1 through 6 on the Salary Schedule (Appendix A) are classified as non-exempt employees, and overtime will be paid at one-and-a-half times the employee's hourly rate of pay. Overtime will be paid for work in excess of 40 hours per week. Similarly, the District may provide mutually agreed compensatory time off in lieu of overtime pay that will be accrued at one-and-a-half hours for every hour a non-exempt employee works over 40 hours per week.

D. Outside Employment

No District employee shall engage in any outside activities or employment that interferes with the ability to carry out regularly assigned duties, as determined by the Superintendent or designee.

IX. EARLY RETIREMENT

A. Eligibility

1. Individuals who have been employed in the District on a regular full-time basis for at least 15 years, who also meet the additional age and other requirements set forth below and whom the District currently employs, may apply for early retirement benefits under this Article IX.
2. Individuals who have been employed by the District for at least 15 years and who are currently employed by the District, and have served the last 10 years of continuous full-time employment within the AST classification, and have reached the age of 55 are entitled to the insurance coverage specified in Article IX-D-1. Employees eligible for early retirement insurance benefits may maintain their current single/family coverage until age 65 or Medicare eligibility, whichever occurs first.
3. An employee shall be immediately disqualified from participation in this plan and all District obligations hereunder shall cease when and if a participant receives unemployment compensation or Worker's Compensation directly or indirectly from the District.
4. Individuals who retire shall not be eligible for re-employment with the District either as a full-time equivalent (FTE) or a consultant without the approval of the Board of Education.
5. Employees who do not meet the eligibility criteria in paragraph 2 above, but who do meet the criteria in paragraph 1 above and who have attained age of 55 shall be eligible for single health insurance coverage specified in Article IX-D-1.

B. Application Procedure

1. Applicants shall apply for early retirement benefits to the Superintendent

and/or his/her designee at least six months in advance of the effective date of retirement.

2. The effective date of retirement for instructional administrators shall be July 1. The employee shall tender notice of the effective date of early retirement immediately upon being notified that the application has been accepted.
3. Once notice of intent to retire is given by an employee, and is accepted by the District, the notice of intent to retire shall be irrevocable.

C. Payments

1. The District shall have the discretion to determine whether it will make any supplemental payment to WRS for any retiree, as determined by WRS, in accordance with Wis. Stat. §40.05(2)(i).
2. The District shall provide a Letter of Agreement to the retiring employee that specifies the amount to be paid to the WRS on behalf of the retiring employee.

D. Retiree Health/Dental

1. Except as otherwise provided in IX-A-3 and IX-A-4, employees who retire pursuant to this Article shall be eligible to remain in the group health, dental and life insurance programs that the District may maintain from time to time for similarly-situated active employees until age 65 or until the individual qualifies for Medicare, whichever occurs first. The District does not pay premium contributions for life insurance.
2. Except as otherwise provided in IX-A-3 and IX-A-4, the District shall make its portion of premium contributions on behalf of early retirees until age 65 or until the individual qualifies for Medicare, whichever occurs first based on the following contribution schedule. Retirees will be responsible for their portion of the premium contribution.
3. The District will establish the employee/retiree contributions from time to time and communicate such rates to affected individuals through a separate benefit schedule or other written communication. Premium contribution rates and plan design are subject to change.

E. Other Retirement Benefits

1. Employees, who attain the minimum age to retire with 15 years of continuous full-time employment in the District, shall be entitled to receive a payment equal to \$2,000 per year of continuous full-time employment within the AST classification. Payment may occur within 90 days of the termination or may be paid in three equal yearly installments

(including any accrued interest based on the average investment rate for the previous year's fixed annuity account of the Districts investment vehicle) on the same corresponding date. The District may choose to make such a payment through a tax-deferred plan. This and all retirement transactions must be in compliance with applicable Wisconsin Retirement System rules and regulations and/or state law.

This provision shall sunset at the close of the 2005/06 classification policy period (June 30, 2006). (No additional benefits shall accrue.) Those members covered by this classification policy at the time of sunset will be eligible to receive \$2,000 for each year of service they have attained as of 2005/06 provided they meet the minimum age to retire (age 55).

X. DURATION AND PROVISIONS FOR AMENDING THIS POLICY

This policy and all its provisions shall be construed as being in full force and effect starting July 1, 2019 and may be revised or amended only by action of the Board of Education. The Board of Education may amend this Policy and any underlying plan or program at any time and any such changes may apply immediately to a covered individual, even after an employee retires.

If any portion of this Policy is held invalid by operation of law or by any tribunal or agency of competent jurisdiction, or if compliance or enforcement of any part should be restrained by such tribunal or agency, or in the event of substantial changes in the social security or retirement systems which would affect this Policy, the entire Policy shall become null and void and shall be reassessed at that time by the Board of Education.

XI. RESIDENCY

Administrative, Supervisory and Technical personnel are strongly encouraged to reside within the school district boundaries.

XII. EMPLOYMENT CONTRACT RENEWAL, NON-RENEWAL, MODIFICATION OR TERMINATION

A. Employment Contract Renewal, Non-Renewal, Modification or Termination for Administrative Personnel under Wis. Stat. § 118.24.

1. The renewal, non-renewal and termination of the employee's employment contract shall be in accordance with the provisions of Wis. Stat. § 118.24, and the rules, regulations and policies of the Board of Education. The employee contract may be modified or terminated any time during the term hereof by the mutual written agreement of the parties hereto, except that a breach of said contract may result in dismissal rather than acceptance of resignation. A resignation must be made in writing to the Superintendent of Schools at least 30 days prior to the proposed effective date of such resignation and is subject to acceptance or rejection by the

Board of Education on the basis of the reasons proffered therefor.

2. The Superintendent of Schools may unilaterally suspend the individual with or without pay. The Board of Education may discharge or terminate the individual for just cause for a breach of the employee's contract. The Administrator shall be entitled to procedural due process prior to any suspension, discharge or termination that occurs during the term of the employee's contract.
3. Any employee covered under this agreement who has been placed on a Professional Improvement Plan shall not have their contract renewed for more than one year in accordance with the provisions of this Article and Article VII, A. While on a professional improvement plan, the employee's salary will be frozen for the duration of the plan. Upon completion of the plan and recommendation for further employment, the employee will be placed on the salary schedule at the level he/she would have achieved had he/she not had his/her salary frozen and shall receive back pay. However, should said individual remain on review for the period of the contract renewal and fail to meet District expectations in their evaluation at the end of the contract term, said individual will be terminated.

B. Employment Contract Renewal, Non-Renewal, Modification or Termination for Administrative, Supervisory, and Technical Personnel Not Covered by Wis. Stat. § 118.24.

1. The Board of Education, or designee, will notify the individual at least 30 calendar days prior to the expiration of the employee's contract of its intent to renew or non-renew said contract. If the individual receives a notice that the Board of Education is considering the non-renewal of the employee's contract, the individual may, within five calendar days after receiving such notice, request, in writing, a private conference with the Board of Education to discuss the reasons for the non-renewal. The Board of Education will advise the individual in writing of its decision to renew or non-renew the individual's contract within five calendar days after such conference.

The employment contract may be modified or terminated any time during the term hereof by the mutual written agreement of the parties hereto, except that a breach of said contract may result in dismissal rather than acceptance of resignation. A resignation must be made in writing to the Superintendent of Schools at least 30 days prior to the acceptance or rejection by the Board of Education on the basis of the reasons proffered therefor.

The Superintendent of Schools may unilaterally suspend the individual with or without pay. The Board of Education may discharge or terminate the individual without cause for reasons that are not arbitrary or

capricious during the term of the employee's contract, provided that the individual shall be given written notice 30 days prior to the effective date of any discharge or termination during the term of the employee's contract. The individual shall be entitled to procedural due process prior to any suspension, discharge or termination that occurs during the term of the employee's contract.

2. Any employee who has been on a professional improvement plan for one year and who fails to meet District expectations in their evaluation at the end of that year shall be terminated.

XIII. EVALUATION

All individuals covered herein shall be ~~annually~~ evaluated in accordance with the policies and procedures adopted by the Board of Education and receive a written summative copy of said evaluation.

XIV. TRANSFER

The District shall have the right to transfer any employee herein during the term of their contract from one assignment to another whenever, in the judgment of the Board of Education, such transfer is in the best interest of the District. In the event of a transfer, the employee should receive the compensation appropriate for such position pursuant to the current AST Personnel Salary Schedule and Article IV, D of this policy with consideration of years of service within the AST classification.

XV. MODIFICATION TO POLICY

All modifications to the Compensation and Personnel Policy for General Administrative, Instructional Administrative, Supervisory and Technical personnel will be sent to ELK leadership to share with all AST staff members at such time that the modifications are submitted to the Board of Education, and the Superintendent will meet with ELK leadership to explain such changes prior to adoption.

Policy revisions approved by the Board of Education on xx/xx/2023

Signed:

Educational Leaders of Kenosha Representatives

Board of Education Representative



Resolution in recognition of Juneteenth Independence Day 2023

WHEREAS, President Abraham Lincoln issued the Emancipation Proclamation on January 1, 1863, proclaiming all individuals enslaved in Confederate territory to be forever free, and ordered the Army and all parts of the executive branch to treat as free all those enslaved; and

WHEREAS, news of the end of slavery did not reach the State of Texas and other Southwestern states until months after the conclusion of the Civil War; and

WHEREAS, on June 19, 1865, Union soldiers, led by Major General Gordon Granger, arrived in Galveston, Texas, and enforced President Lincoln's order, freeing slaves two and a half years after it was first decreed; and

WHEREAS, enslaved African Americans celebrated their freedom and June 19 became known as Juneteenth Independence Day and has served as inspiration and encouragement to future generations for more than 150 years – the oldest commemoration of the abolition of slavery throughout the nation; and

WHEREAS, 46 states, the District of Columbia and countries throughout the world have designated Juneteenth Independence Day as a special day remembrance, reflection, and celebration across the state and the nation, a day to honor the elimination of slavery and to celebrate the proclamation of freedom; and

WHEREAS, President Joe Biden signed legislation into law making Juneteenth, or June 19, the 12th federal holiday, the latest holiday created since Martin Luther King Jr. Day was created in 1983; and

WHEREAS, the day honors the sacrifices made to realize freedom and educates others about the roles that African Americans have played in history and the ongoing fight for equality; and

NOW, THEREFORE, BE IT RESOLVED that the Kenosha Unified School Board recognizes the importance of Juneteenth Independence Day and supports the annual celebrations and the lessons they teach regarding the significant role African Americans have played in the history of the United States.

BE IT FURTHER RESOLVED, that a true copy of this resolution be spread upon the official minutes of the Board of Education.

President, Board of Education

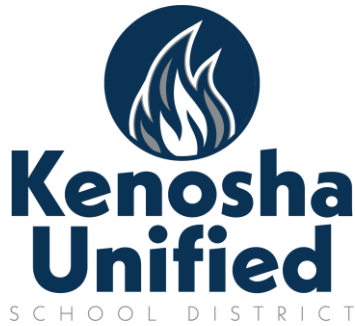
Superintendent of Schools

Secretary, Board of Education

Members of the Board:

*Resolution 409
May 23, 2023*

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May 23, 2023

DONATION TO THE DISTRICT

The district has received the following donation:

1. Bob Rohrman of Kenosha Nissan donated \$500 to the Indian Trail High School and Academy's Hawkettes Dance Team.

Administrative Recommendation

Administration requests the Board of Education approve acceptance of the above-listed gift(s), grant(s), or bequest(s) as per Board Policy 1400 to authorize the establishment of appropriate accounts to monitor fiscal activity, to amend the budget to reflect this action and to publish the budget change per Wisconsin Statute 65.90(5)(a).

Dr. Jeffrey Weiss
Superintendent of Schools

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KENOSHA UNIFIED SCHOOL DISTRICT
Kenosha, Wisconsin

May 23, 2023

**Tentative Schedule of Reports, Events,
and Legal Deadlines for School Board
May-June**

May

- May 23, 2023 – Regular School Board Meeting – 7 P.M.
- May 26, 2023 – Half day for students and instructional staff
- May 29, 2023 – Memorial Day – District closed

June

- June 6, 2023 – Standing Committee Meetings – 5 P.M.
- June 8, 2023 – Last day of school for students
- June 9, 2023 – Staff workday
- June 27, 2023 – Regular School Board Meeting – 7 P.M.

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